

**NOTICE TO ATTEND A HEARING
BY THE HEARING TRIBUNAL**

OF THE

COLLEGE OF REGISTERED NURSES OF ALBERTA (the “**COLLEGE**”)

pursuant to section 120(1) of the *Health Professions Act*

April 3, 2024

TO: [Name Redacted]

TAKE NOTICE that you, [Name Redacted], **REGISTRATION #76,317**, (the “**Registrant**”) are required to attend on the **10th and 11th (tenth) and (eleventh) days of July, 2024**, commencing at **9:30 (nine-thirty)** o’clock, at which time the Hearing Tribunal of the College will conduct a virtual hearing (the “**Hearing**”) into the complaint of the Registrant’s practice while employed as a Registered Nurse (“**RN**”) at [an Alberta Healthcare Centre].

FURTHER TAKE NOTICE that the Registrant’s practice fell below the standard expected of a RN and constitutes unprofessional conduct, contrary to section 1(1)(pp) of the *Health Professions Act*, RSA 2000, c H-7 (“**Health Professions Act**”), including, but not limited to, the behavior described in the particulars below (the “**Hearing Particulars**”).

FURTHER TAKE NOTICE that for the purpose of this Notice and the Hearing Particulars, the following terms apply:

<i>Canadian Nurses Association (CNA) Code of Ethics (2017)</i>	“ CNACE ”
<i>CARNA’s Documentation Standards for Regulated Members (2013)</i>	“ CDSRM ”

FURTHER TAKE NOTICE that the Registrant’s failure to attend at the hearing may, in itself, be found by the Hearing Tribunal to be unprofessional conduct, pursuant to section 1(1)(pp)(vii)(D) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Registrant’s failure to attend at the hearing may result in the Hearing Tribunal proceeding in the absence of the Registrant, pursuant to section 79(6) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Registrant may be compelled to testify at their hearing, pursuant to section 72(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE that Hearings of the Hearing Tribunal are open to the public unless the Hearing Tribunal directs otherwise, pursuant to section 78(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE of the following Hearing Particulars to be determined at the Hearing:

1. On or around the night shift of April 28, 2020, the Registrant failed to practice with honesty and integrity and/or failed to demonstrate reasonable judgement when they brought alcohol to work for the purpose of consumption.
2. On or around the night shift of April 28, 2020, the Registrant failed to adequately assess their fitness to practice when practicing as a RN when they did one or more of the following:
 - a. Brought alcohol to work for the purpose of consumption;
 - b. Brought alcohol to work to address their withdrawal symptoms.
3. On or around August 10, 2020 and August 30, 2021, the Registrant failed to adequately monitor their fitness to practice as a RN when they failed to report that they were suffering from an addiction to CRNA.

It is further alleged that the Registrant's conduct constitutes "unprofessional conduct", as defined in section 1(1)(pp)(i),(ii), and/or (xii) of the Health Professions Act, including:

The conduct underlying Allegations 1, 2 and 3 contravenes one (1) or more of the following: the CNACE; and the CDSRM.

THIS NOTICE IS ISSUED BY:



Amy Payne, Hearings Director

COLLEGE OF REGISTERED NURSES OF ALBERTA
PURSUANT TO SECTION 77 OF THE HEALTH PROFESSIONS ACT