

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

pursuant to section 55(2)(a.1) of the *Health Professions Act*

BETWEEN:

NATALIE JOHNSON #109,119
(the “**Registrant**”)

and

College and Association of Registered Nurses of Alberta
also known as College of Registered Nurses of Alberta
(the “**College**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and the College, dated with effect **April 19, 2022**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, NATALIE JOHNSON, #109,119 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to the College and includes the following:

- For more than one (1) year, the Registrant failed to practice with honest, integrity and respect and failed to practice competently when they diverted hydromorphone and other narcotics from their place of employment. During this period, and while working on a surgery unit, the Registrant’s diversion of hydromorphone and other narcotics included when:
 - The Registrant removed narcotics from vials, filled them with saline, glued the tops back on and replaced them in the medication room;

- The Registrant emptied narcotic vials and crushed the glass so the vials could be wasted, including a box of ten (10) vials of 10mg of morphine;
- The Registrant unnecessarily wasted narcotics for the purpose of diversion;
- The Registrant diverted narcotics ordered for patients when they felt that the patient did not need them.
- During the same period of more than one (1) year, the Registrant failed to accurately document patient care and failed to uphold medication management standards when they falsified medication administration records for the purpose of diverting from their place of employment when they erroneously documented narcotic withdrawal and wastage.
- Finally, for approximately one (1) year, the Registrant failed to adequately assess their fitness to practice while practicing as a RN.

The Registrant agreed to complete coursework on medication management and professionalism, to pay a fine to the College, serve a suspension, and notify the College of any employers for a period of three (3) years. Additionally, the Registrant was bound by an Interim Agreement between April 2021 and the date of execution of their DCRA that prohibited them practicing as a RN unless they met certain requirements. Conditions shall appear on the College register and on the Registrant's practice permit.