



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

**BETWEEN:**

**NORMA LUCIA BEJARANO DE HUERTA #95,011**  
(the “Regulated Member”)

and

**The College and Association of Registered Nurses of Alberta**  
(“CARNA”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Regulated Member and CARNA, dated with effect **October 14, 2020**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, NORMA LUCIA BEJARANO DE HUERTA #95,011 (the “Regulated Member”), acknowledged and admitted that her behaviour constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct arises from five (5) complaints to CARNA include the following:

- The Regulated Member failed to promptly initiate the AHS Falls Protocol after a patient fell, failed to complete and/or document a post-fall assessment in a timely manner and failed to prioritize the care of the patient who had fallen when they left the room with the patient on the floor to discuss her patients with her colleagues.
- The Regulated Member failed to demonstrate adequate professional judgment and failed to exhibit compassionate care when she conducted the admission of a patient, who was in an isolation room, outside their room and over the phone, failed to maintain confidentiality when she discussed confidential patient information in a non-confidential setting, failed to adequately assess and observe a patient, who was in an isolation room, while conducting their admission outside their room and over the phone and failed to accurately document that a patient was independent with elimination when the patient had a nephrostomy tube and that the patient had received admission documents.
- The Regulated Member failed to identify care of a patient as a priority while he was being weaned off of oxygen, failed to adequately assess the patient’s oxygen saturation levels and failed to prioritize the care of a patient who was in respiratory distress.
- The Regulated Member failed to administer a patient’s medications, including Lasix IV, in a timely manner, or at all, failed to administer morning medications to each of her patients in a timely manner and failed to complete a visual assessment of each of her patients in a timely manner and inaccurately documented a discharge note when the patient had not been discharged.

- The Regulated Member failed to use appropriate information to enhance client care when she paged a physician and provided an incorrect patient name, failed to acknowledge a STAT order and administer the required medication in a timely manner, failed to provide a patient with the correct type of medication, specifically Insulin Aspart, failed to accurately document the correct dosage of Insulin Aspart provided to a patient and failed to receive a co-signature for a dosage of Insulin Aspart.
- The Regulated Member failed to adequately assess a patient who required acute bipap therapy, specifically a neurological assessment or Glasgow Coma Scale and failed to accurately document a late-entry for a patient.

The Regulated Member agreed to complete coursework on ethics, assessment in nursing, medication management, documentation in nursing and the nursing process. The Regulated Member is not permitted to commence employment, or otherwise perform any type of nursing practice hours, until her coursework is completed. She further agreed to provide performance evaluations from an employer covering 1200 hours. Conditions shall appear on the CARNA register and on the Regulated Member's practice permit.