

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**SANDRA MARSH, #60,882**  
(the “**Registrant**”)

and

**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 February 27, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, Sandra Marsh, #60,882 (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 include the following:

- On more than one occasion, particularly on October 23, 2024, the Registrant failed to demonstrate adequate judgment, acted outside of her scope of practice and provided unsafe nursing care to patient(s), when she:
  - Failed to challenge or express concerns with her Manager or other appropriate staff, regarding a decision for administering anxiolytic medication(s) to patient(s) in a manner that was contrary to employer procedures, protocols and physician order(s).
  - Administered or enabled another nurse to administer or oversaw the administration of anxiolytic medication(s) to patient(s) which was done:
    - Outside the normal designated practice setting;
    - Contrary to physician order(s) and not in recommended drug dosage(s);
    - Without the benefit of having all necessary and recommended resuscitative or emergency life saving measures present; and,
    - Contrary to the employer procedures and protocols that were in effect at the time for such anxiolytic medication administration.
  - Failed to report any drug side effects or change in patient(s) condition following anxiolytic medication administration to appropriate supervisors, program managers or staff.

- Failed to appropriately document or assist in documenting administration of anxiolytic medications.

The Registrant agreed to complete coursework and employer references. Conditions shall appear on the College register and on the Registrant's practice permit.