

**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 2, 2025

TO: CAROL RAFA-FLEET

TAKE NOTICE that you, **CAROL RAFA-FLEET, REGISTRATION #56,598**, (the "**Registrant**") are required to attend on the **5<sup>th</sup> day of May, 2025**, commencing at **9:30 (nine-thirty) a.m.**, 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 the Medicine Hat Home Care, in Medicine Hat, AB.

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 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 about July 18, 2023, the Registrant demonstrated a lack of knowledge, skill or judgment in the provision of nursing services and failed to maintain an individual's right to privacy by inappropriately accessing their health information without consent, contrary to the *Canadian Nurses Association Code of Ethics (2017)* ("**Code of Ethics**"), the *Practice Standards for Registrants (2023)* ("**Practice Standards**") the *Privacy and*

*Management of Health Information Standards (2022)* ("**Privacy Standards**") and one or more employer policies.

2. On or about July 18, 2023, the Registrant demonstrated a lack of knowledge, skill or judgment in the provision of nursing services when they failed to document a prescription in the individual's patient record, contrary to the *Canadian Nurses Association Code of Ethics (2017)* ("**Code of Ethics**"), the *Entry Level Competencies for the Practice of Registered Nurses (2019)* ("**Entry Level Competencies**"), the *Practice Standards for Regulated Members (2013)* ("**Practice Standards**"), the *Documentation Standards for Regulated Member (2013)* ("**Documentation Standards**").

The Conduct was contrary to the *Canadian Nurses Association Code of Ethics (2017)*, the *Practice Standards for Registrants (2023)*, the *Privacy and Management of Health Information Standards (2022)*, the *Entry Level Competencies for the Practice of Registered Nurses (2019)*, and the *Documentation Standards (2022)*. Specifically:

1. Canadian Nurses Association Code of Ethics (2017) – A.1, C.3, E.1, E.3, E.7, G.1;
2. Practice Standards for Registrants (2023) – 1.1, 1.2, 1.3, 1.4, 1.5, 2.3, 2.5, 3.1, 3.5;
3. Privacy and Management of Health Information Standards (2022) – 1.1, 1.2;
4. Entry Level Competencies for the Practice of Registered Nurses (2019) – 2.1, 2.4, 3.8; and
5. Documentation Standards (2022) – 1.6, 3.1
6. And one or more employer standards.

THIS NOTICE IS ISSUED BY:



Amy Payne, Hearings Director

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