

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

SHELLEY BABIUK, #81,810
(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 March 5, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, SHELLEY BABIUK, #81,810 (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:

- Sometime on or around March 1 through March 31, 2022, while working as a Registered Nurse at the Sturgeon Hospital and Royal Alexandra Hospital, the Registrant failed to act honestly, ethically, professionally, competently, and to exercise sound judgment, when she:
 - Failed to review and follow physician orders while withdrawing narcotics for various patients;
 - Accessed medications and removed them from the PYXIS machine for patients that were either no longer on the unit or who were not her patients or not requiring the medications;
 - Withdrew medications at irregular times, much in advance of a physician order being written or given and/or much in advance of patient(s) requiring or asking for any medication or analgesic for pain;
 - Withdrew more medication or narcotics than were actually necessary, or administered to patients;
 - Wasted narcotics at inordinate times, or following long delays and as much as several hours after she withdrew and/or administered the same;
 - Failed to document or adequately chart about one or more of the following:
 - Medication administration practices;
 - Narcotic wastage; and
 - Patient(s) pain assessment or the effectiveness of medications following their administration.
 - Failed to properly or adequately perform wastage of narcotics, or secure a witness to confirm narcotics were wasted appropriately;

- Failed to assess patient(s) before and/or after administering medications and their therapeutic effects;
- Failed to adequately monitor and assess own fitness to practice and to report the same to the College at the relevant time and after commencing medical leave on or around May 1, 2022, to approximately September 17, 2023;
- Failed to articulate or to follow the basic rights of medication administration; and,
- Diverted narcotics such as Morphine, Fentanyl, and Hydromorphone from both Sturgeon and Royal Alexandra Hospitals on approximately 30 different occasions.

The Registrant agreed to coursework on medication management, documentation and professionalism and to pay a fine. The Registrant also agreed to a period of suspension of forty-five (45) days, notification letters for a period of two years and employer references letters covering a total of 710 nursing practice hours. The Registrant further agreed to provide a medical letter from a treatment provider. Conditions shall appear on the College register and on the Registrant's practice permit.