



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

**BETWEEN:**

**SONIA COSMILLA, #73,790**  
(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 **January 26, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, SONIA COSMILLA, #73,790 (the “**Regulated Member**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct arises from three (3) complaints to CARNA and includes the following:

- The Regulated Member failed to adequately document her assessment and care of numerous patients.
- The Regulated Member failed to adequately assess numerous patients.
- The Regulated Member failed to adequately support decisions with evidence-based rationale and failed to use critical inquiry, specifically in their recommendations for numerous patients.
- The Regulated Member failed to prioritize the care of a patient after a physician requested an urgent referral.
- The Regulated Member failed to ensure patient confidentiality and failed to keep and store patient information in a manner that was consistent with their professional responsibilities.
- The Regulated Member failed to take demonstrate adequate judgment and failed to take reasonable steps to organize patient records to ensure continuity of care for patients.

- The Regulated Member failed to demonstrate the skills, judgment and knowledge required by a registered nurse while under indirect supervised practice.

The Regulated Member agreed to complete course work on assessment, the nursing process, documentation, and critical thinking. In addition, the Regulated Member agreed to complete performance evaluations covering 650 nursing practice hours. Conditions shall appear on the CARNA register and on the Regulated Member's practice permit.