

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

JOY KALLIS, #69,996
(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 19, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, JOY KALLIS, #69,996 (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), contrary to physician order(s), *Canadian Nurses Association Code of Ethics (2017)* (“**Code of Ethics**”), the *Scope of Practice for Registered Nurses (2022)* (“**Scope of Practice**”), *Medication Management Standards (2022)* (“**Medication Standards**”), *Practice Standards for Registrants (2023)* (“**Practice Standards**”), and one or more employer policies and procedures, when she:
 - Administered or enabled another nurse to administer or oversaw the administration of anxiolytic medication(s) to patient(s) which was done:
 - Offsite or outside a designated and approved practice setting;
 - Contrary to physician orders or recommendations;
 - In excessive quantities or not in recommended drug dosages;
 - Without the benefit of having readily available oxygen or respiratory therapy or other emergency life saving measures present;
 - Contrary to procedures and protocols 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 on medication, leadership, professionalism and ethics. The Registrant further agreed to provide employer reference letters covering a total of 990 hours of nursing practice. Conditions shall appear on the College register and on the Registrant's practice permit.