

**AMENDED 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: NAZEER KABIR

TAKE NOTICE that you, **NAZEER KABIR, REGISTRATION #86,496**, (the “**Registrant**”) are required to attend on the **16th (sixteenth) day of April 2025**, commencing at **9:30 a.m.**, at which time the Hearing Tribunal of the College will conduct a virtual hearing (the “**Hearing**”) into the complaints of the Registrant’s practice while employed as a Registered Nurse (“**RN**”) at the Rockyview General Hospital in Calgary, Alberta.

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 for the purpose of this Notice and the Hearing Particulars, the following terms apply:

<i>Canadian Nurses Association (CNA) Code of Ethics (2017)</i>	“CNACE”
<i>CARNA’s Documentation Standards for Regulated Members (2013)</i>	“CDSRM”
<i>CARNA’s Entry-Level Competencies for the Practice of Registered Nurses (2019)</i>	“CELCPRN”
<i>CARNA’s Practice Standards for Regulated Members (2013)</i>	“CPSRM”

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 September 7, 2021, the Registrant failed to demonstrate adequate skill and/or judgment in their care of [Patient 1], who experienced angina chest pain, when they did one or more of the following:
 - a. Failed to obtain a medication order for nitroglycerin spray in a timely manner;
 - b. Failed to accurately document the administration of nitroglycerin spray to the patient;
 - c. Failed to perform and/or document q4h vitals on the patient in accordance with the physician's order;
 - d. Failed to notify a physician of the patient's angina chest pain; and/or
 - e. Failed to notify the Charge Nurse of the patient's angina chest pain and interventions performed by or on the patient.
2. On or about September 8, 2021, the Registrant failed to adequately monitor [Patient 2] during a vaginal packing removal procedure, including re-assessing patient's level of pain and emotional state.
3. On or about September 8, 2021, the Registrant failed to respect a patient's decision and right to revoke consent and failed to demonstrate reasonable judgment when they did not stop [Patient 2]'s vaginal packing removal procedure after the patient revoked consent.
4. On one (1) or more occasions between January 2022 and April 2022, the Registrant contravened a code of ethics or standard of practice when they failed to adhere to one (1) or more policies and/or requirements relevant to their practice setting, specifically when they failed to provide information and/or documentation required by their

employer, Alberta Health Services, regarding one (1) or more absences from the workplace.

It is further alleged that the Registrant's conduct constitutes "unprofessional conduct", as defined in section 1(1)(pp)(i),(ii), and/or (xii) of the *Health Professions Act*, RSA 2000, c H-7 ("**HPA**"), and in particular:

1. The conduct underlying **Allegation 1**, or any part of it:
 - a. Contravenes one (1) or more of the following: *Canadian Nurses Association Code of Ethics (2017)* ("**CNACE**"); *Practice Standards for Regulated Members (2013)* ("**CPSRM**"); *Entry Level Competencies for the Practice of Registered Nurses (2019)* ("**CELCPRN**"); *Documentation Standards (2013)* ("**CDSRM**").
2. The conduct underlying **Allegation 2**:
 - a. Contravenes one (1) or more of the following: *CNACE*; *CPSRM*; *CELCPRN*.
3. The conduct underlying **Allegation 3**:
 - a. Contravenes one (1) or more of the following: *CNACE*; *CPSRM*; *CELCPRN*.
4. The conduct underlying **Allegation 4**:
 - a. Contravenes one (1) or more of the following: *CPSRM*.

THIS NOTICE IS ISSUED BY:



Amy Payne, Hearings Director

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