

# AMENDED DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**MARLON RAKOWSKI, #90,606**  
(the “**Registrant**”)

and

**College and Association of Registered Nurses of Alberta**  
also known as **College of Registered Nurses of Alberta**  
(the “**College**”)

An Amended Disciplinary Complaint Resolution Agreement (“**ADCRA**”) was executed between the Registrant and the College, dated with effect December 19, 2023. The below constitutes a summary of such ADCRA:

Through a ADCRA with the College, Marlon Rakowski, #90,606 (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:

- In January 2023, while working in a neonatal intensive care unit in a hospital setting:
  - the Registrant failed to demonstrate adequate professional judgment and failed to support their nursing care with evidence-based rational when they describe, and physically demonstrated, to their RN colleague how to apply cricoid pressure to an infant while providing care to a crying infant.
  - the Registrant failed to provide adequate patient care and failed to demonstrate reasonable judgment, when they did not validate a blood pressure check on an intubated infant patient, failed to complete required head to toe assessment(s) and re-positioned the head of an intubated infant patient without a second nurse assisting them and/or without following their employer’s protocol for re-positioning.
- An employer reference covering April 11, 2023 to July 5, 2023, which showed that the Registrant demonstrated a lack of knowledge, skill, and/or judgment when:
  - As a charge nurse showed limited willingness and accountability when making staffing decisions and had an unfamiliarity with staff abilities and skills when making assignment decisions;

- As a charge nurse on one (1) or more occasion responded to patient care questions with the answer “I do not know”;
- As a charge nurse required reminders to perform routine tasks;
- As a bedside nurse they were on their cellphone on one (1) or more occasion when the unit was busy and/or short-staffed; and
- As a bedside nurse they were unfamiliar with standards of care regarding peripherally inserted central catheter infusions and failed to notify the most responsible practitioner resulting in important medication being given very late.

The Registrant agreed to complete coursework on the nursing process and must complete a reflection on education completed in their practice setting. They must also complete employer references in their practice setting. Conditions shall appear on the College register and on the Registrant’s practice permit.