

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**ALEXANDER BATES, #77,260**  
(the “Registrant”)

and

**College and Association of Registered Nurses of Alberta**  
also known as **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 December 1, 2023. The below constitutes a summary of such DCRA:

Through an Agreement with the College, ALEXANDER BATES, #77,260 (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:

- On multiple occasions between September 2022 and December 28, 2022, the Registrant failed to practice with honesty, integrity and respect and failed to practice competently when they diverted narcotics and medication from their employment setting for personal use.
- On multiple occasions between September 2022 and December 28, 2022, the Registrant failed to adequately assess, monitor and/or address their fitness to practice and demonstrate adequate judgment when, on numerous occasions, they were impaired by narcotics while on shift and practicing as a registered nurse.
- On multiple occasions between September 2022 and December 28, 2022, the Registrant failed to accurately document patient care and failed to uphold medication management standards when they falsified medication administration records and failed to follow employer documentation processes for the purpose of diverting narcotics and medication from their employment setting for personal use.
- Between August 23, 2022, and December 28, 2022, the Registrant demonstrated a lack of knowledge, skill and/or judgment in the provision of nursing services when, they:
  - Withdrew, prepared and/or purported to administer narcotic medications to patients without conducting proper assessments;

- Withdrew, prepared and/or purported to administer medications, including narcotics, that were not ordered;
  - Withdrew, prepared and/or purported to administer narcotic medication where the patient's pain score and/or pain assessment did not support the administration of such medication;
  - Withdrew, prepared and/or purported to administer narcotics to patients where they were not the primary nurse and without asking permission from the primary nurse;
  - Withdrew narcotic medications in pyxis after the medications were documented by the Registrant as given in the Medication Administration Record ("**MAR**");
  - Withdrew, prepared and/or purported to administer medication to patients outside the appropriate timeframe for administration; and/or
  - Failed to administer medications withdrawn from pyxis and/or failing to document the administration of medications in the MAR.
- On or around approximately September 2022, the Registrant failed to practice with honesty and integrity when they applied for their CRNA registration and did not admit to their drug dependency, contrary to the *Code of Ethics* and the *Practice Standards*.

The Registrant must complete coursework on professionalism and ethics and complete a behavior improvement plan. The Registrant must pay a \$4,000 fine (payable over a period of one (1) year) and shall be suspended for 90 days, with 30 days commencing immediately and the remaining 60 days held in abeyance for three (3) years on the condition that the Registrant complies with the Agreement and there are no further complaints that raise concerns regarding medication diversion within the next year. Prior to returning to performing any nursing practice hours, the Registrant must provide medical clearance to the Complaints Director and have a practice setting approved. Thereafter, the Registrant must submit a practice report letter from their employer covering a total of 400 nursing hours of practice. Finally, for a period of five (5) years from the date the Agreement is executed, the Registrant must provide notification letters to the Complaints Director from their Supervisor at any new or prospective employer, or at any other entity for whom the Registrant will complete any type of nursing practice hours as a registrant of the College, confirming, *inter alia*, that the Supervisor has read the Agreement and will immediately report any concerns regarding the Registrant's practice to the Complaint Director. Conditions shall appear on the College register and on the Registrant's practice permit.