

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

JOHN CUSHLEY, #96,399
(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 23, 2024. The below constitutes a summary of such DCRA:

Through an Agreement with the College, JOHN CUSHLEY, #96,399 (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 November 2023, while working in a long-term care setting, the Registrant improperly, and prematurely, completed a medication reconciliation form and failed to adequately consult with a physician and/or nursing colleague regarding the medication reconciliation, as required by your employer’s policies, causing the resident’s medication to be stopped without a physician’s order to do so.
- In or around September 2023, the Registrant failed to demonstrate a professional presence and failed to communicate in a professional manner with co-workers, patient family members and the public by speaking in an unprofessional and disrespectful tone as well as they failed to adequately supervise Health Care Aides in administering medication to residents on more than one occasion.

The Registrant agreed to complete coursework on documentation and provide a self-improvement plan. The Registrant further agreed to complete a period of supervision in their practice setting. Conditions shall appear on the College register and on the Registrant’s practice permit.