

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

KEVIN AU, #101,720
(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 **June 26, 2023**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, KEVIN AU, #101,720 (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 2023, the Registrant, while working as a RN in an aesthetic nursing setting:
 - failed to demonstrate honesty and integrity when they did not process payments for nursing or personal services conducted in their practice setting to their employer and instead received the payments personally from at least three (3) individuals.
 - failed to demonstrate adequate professional boundaries when they provided nursing care and/or personal services and when there were no urgent circumstances to do so, to their partner on one (1) occasion.
 - failed to document their patient care on at least three (3) occasions, specifically, nursing care provided to their partner, a Dysport injection, and nursing care provided to Patient TT, a chemical peel.
 - failed to practice within their scope of practice when they administered, by injection, Dysport (abobotulinumtoxinA), to their partner without an order from an authorized prescriber, with a physician conducting a pre or post administration assessment of their partner, and when their partner was not a patient of their practice setting.

The Registrant must pay a large fine, and complete course work on professional boundaries, documentation, and professionalism. The Registrant further agreed to complete a behavior improvement plan on improving ethical behavior as a RN and provide practice report letters covering 660 hours of practice. Conditions shall appear on the College register and on the Registrant's practice permit.