Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Makenzie Lovato   Date: 12/13/21   DAS Assignment # 3

Name of the defendant: Samantha Leeann Bayes   License number of the defendant: 826438

Date action was taken against the license: February 25, 2015

Type of action taken against the license: Reprimand with stipulations

According to the order, the Respondent was employed as a Charge Nurse at a Veteran's Home, and had been in the position for 3 months. On or about February 3, 2013, while employed at the Veteran's Home in Big Spring, Texas, Respondent failed to intervene in a timely manner when Resident K.C. experienced a change in condition with abnormal vital signs and low oxygen saturation. In addition, Bayes failed to timely notify the resident's physician of the change in condition and abnormal vital signs per facility policy. The resident was transferred to the hospital over 2 hours later and then expired. Bayes' conduct exposed the resident to risk of harm by depriving the physician of vital information that would be required to institute timely medical interventions to stabilize the resident's condition and may have contributed to the resident's demise.

Bayes states that she noticed a change in the resident's breathing pattern, and she took his vital signs and obtained an oxygen saturation reading. Respondent states that she called her RN supervisor/Director of Nursing (DON) to come assess the patient. Respondent states that the DON told her to contact the resident's family prior to transfer because he had a DNR Order. Respondent states that she placed the patient on continuous vital sign monitoring and oxygen and called the physician once she spoke to the family. Respondent states that she called 911 for transport. Disciplinary action was taken against Bayes, including revocation of Respondent's license to practice nursing in the State of Texas.

Respondent shall receive the sanction of Reprimand with Stipulations along with: order applying to any and all future licenses issued to Respondent to practice nursing in the state of Texas, order shall be applicable to Respondent's nurse licensure compact privileges to practice nursing in the state of Texas, Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work. Respondent also has to do remedial education courses as follows: A Board-approved course in Texas nursing jurisprudence and ethics (minimum 6 hours), the course "Sharpening Critical Thinking Skills" (3.6 hour workshop), the course "Resident Rights and Quality of Life" (6 hours). Respondent shall cause the instructor to submit a Verification of Course Completion form to get credit for those courses. Respondent also has employment requirements as follows: Bayes must work as a nurse providing direct patient care in a licensed healthcare setting, for a minimum of 64 hours per month for 2 years of employment and it has to be with the same employer. She also has to do the following: Notifying Present and Future Employers (a copy of the Order), Notification of Employment Forms (present employer in nursing to submit the Board's form within 10 days of Order & to the Board's office within 5 days of employment as a nurse), Direct Supervision (for the first year of employment as a Nurse under this Order; RN on the same unit), Indirect Supervision (remainder of stipulation/probation period; RN not on the same unit), and Nursing

Performance Evaluation (employer to submit forms on Respondent's capability to practice nursing). Completion of all of the above will result in restoration of unencumbered license.

I believe that there is one very simple thing that Bayes could have done to prevent all of the above! All she had to do was notify the provider immediately before even thinking of the patient's family. The provider could have intervened and saved the patient's life, instead the patient is now deceased. One simple communication caused so many consequences for Bayes. Notifying the provider would have prevented further harm to the patient. Bayes could have done a further assessment of the patient's breathing and applied interventions to help with oxygen saturation and the abnormal vital signs. By not doing so, she violated part of the universal competencies by not fully critically thinking in this situation.

I believe as a prudent nurse seeing the event that occurred above, I would have immediately called the physician and notified her/him about the current condition of the patient so that we could work together to find a better way of caring for the patient as well as getting the patient feeling better quickly. I would have made sure that Bayes would have done the same so that one of us would be able to care for the patient while getting the physician on the phone or on the way to the Veteran's Home.