

# Covenant School of Nursing

## Disciplinary Action Summary Assignment

### Instructional Module 2

Student Name: Marianne Dolar

Date: 11/11/2022

DAS Assignment # 3

Name of the defendant: Cynthia Flemming

License number of the defendant: 927563

Date action was taken against the license: 12/11/2018

Type of action taken against the license: Revoked

*Use the space below to describe the events which led to action taken against the license. If multiple charges were in play, be sure and cite them, e.g. drug diversion, HIPAA violation, abandonment, forfeiture on student loans, etc.*

The nurse in question diverted the use of narcotics for her personal use. On three separate occasions in December of 2015, she withdrew Dilaudid IV for her patient and documented the administration of the said medication, but she did not document the wastage for it. The same month and year she withdrew Morphine IV, Percocet, and Ativan which she failed to document the administration and wastage. In January of 2016, she again, withdrew Ativan IV and Dilaudid IV for her patient but failed to document administration, return and wastage for these medications. In February of 2016, a drug screen was conducted by her employer, Mary Washington Healthcare and she tested positive for morphine. These following actions led to termination and revocation of her license.

*Use the space below to provide a description of measures you think could have prevented any action being taken against the license and/or would have prevented harm to the patient if harm occurred. Consider which universal competencies were violated.*

We always hear from our professors that nurses are the last line of defense. As a nurse, it should be with good intentions that we do everything with integrity even if no one is watching but sadly, some nurses abuse the position they have for their own personal gain. I am new to nursing school but back when I was living in a different state where I had applied for another nursing school, I became friends with the wrong students. They were very much addicted to forbidden substances but when they were tested for it at school it was negative. I knew I had to cut ties because I do not ever want to cause harm to other people. I am saying this because, our education system needs to pay attention to these. When admitting students, they should be thoroughly doing drug screening and psychological evaluation. In my own opinion that's where intervention should start first.

Second, I think that nurses should be screened annually. I know it is another homework for our busy nurses but that is the only way to make sure that everyone is safe. Why do I say this? It is because when nurses are exposed to substance abuse, they could totally harm the patients. Universal Competencies that were violated were the 7 rights of medication administration very much so the right patient, drug, reason, dose, and documentation.

*Use the space below to describe what action you think a prudent nurse would take as the first to person to discover the event described, in other words, you are the one who discovers the patient has been harmed by the nurse or you have discovered the impairment or criminal activity cited in the disciplinary action.*

I would get my charge nurse involved first so a screening would be conducted. Then, I would do everything to advocate for patient safety. I would stand as a witness and would report it to the board of nursing. I will not ever tolerate this kind of behavior because nurses should be an image of compassion and care to patients. Nurses are humans too and as much as I am trying to see her reasons for doing these, personal life must be dealt outside the profession. Personal struggles are not a good reason for harming other people.