

Covenant School of Nursing
Disciplinary Action Summary Assignment
Instructional Module 2

Student Name: Gabrielle Angela Uy

Date: 3/30/23

DAS Assignment # 2 (1-4)

Name of the defendant: Joan Patricia Bayer

License number of the defendant: 538939

Date action was taken against the license: 2/14/2012

Type of action taken against the license: Revoked

Use the space below to describe the events which led to the action(s) 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.

On January 10 – March 3 of 2011, the nurse was employed by a company that offered home care services and during her employment they received several counseling sessions regarding their documentation issues. Despite showing understanding, they continued to do incomplete and improper documentation which led to the Arizona BON fourth finding of fact. This fact stated that many patients under the nurse's care did not receive follow up care due to the nurse's lack of documentation or scheduling follow ups for them. These patients also voiced that they received poor patient care from the nurse which led to one of them returning to the emergency department and many that terminated services with the company. These actions were an example of nursing incompetence since their actions did harm a patient.

On March 15, 2011, they applied for an RN endorsement and received a temporary RN license that was then used during their employment as a clinical instructor for Fortis College at Mountain Vista Medical Center. Then on May 16, 2011, the Board of Nursing received complaints of the nurse's behavior while on duty. This led to the third finding of fact that they were exhibiting signs of impairment from their medical condition such as, arriving late to clinical, disorientation, slurred speech, unsteady gait, holding onto walls while walking, dropping things in their hands, and falling asleep. This led to her termination and ineligibility for hire, which thus led to the Board of Nursing investigating from receiving the complaint. From these actions that occurred, the nurse voluntarily revoked their license. These findings and actions were an example of lack of fitness to practice since it's apparent that this nurse was unable to perform and practice to the best of their ability.

Then their license was revoked on February 14, 2012 due to failure to appear during an open meeting, after receiving a notice concerning the findings of the Board of Nursing from their investigation.

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.

In her first employment discussed, a prudent nurse would have done proper and thorough documentation of their home care visits, so that the patients' records would be accurate and up to date. They would also schedule any necessary follow-ups for the patients if needed so that they wouldn't end up in the hospital or emergency department again. If a prudent nurse also had a reported medical condition, they would make sure that they are managing it and being aware of their symptoms, so as to not put any patients during clinical instructions in danger and so that proper instruction could be given to students.

Identify which universal competencies were violated and explain how.

They violated the emotional safety and security of patients, critical thinking, documentation, and professionalism. Emotional safety and security were compromised since the nurse didn't take actions that promoted trust and respect during her home healthcare employment by providing poor patient care which ultimately led to several of their patients' terminating services with the company. They also lacked critical thinking since they didn't evaluate much of the interventions the patients were needing by not generating visits. Their most critical shortcoming was their documentation which encompasses the previously mentioned violations, since the lack of documentation is what led to the lack of follow ups and visits. Additionally, professionalism was violated in her role as a clinical instructor since her interactions with peers and students were reflective of an impaired fitness to practice and instruct. This was further emphasized during their lack of appearance for the notice from the Board of Nursing which led to the termination.

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.

In the first employment discussed, a prudent nurse would understand the gravity and repercussions of inadequate documentation. After discovery, they would report to the charge nurse or the immediate supervisor to discuss their concerns and that a thorough remediation is highly important. They would also ask the immediate supervisor, if the patients under the care of that nurse could be re-assigned until a thorough understand was achieved in the case that this is a repeated problem that has not been resolved. In their second employment, a prudent nurse would follow up on the nurse and how they've been managing their medical condition such as, if they were having trouble accessing care to properly manage it. If the problem is repeated and there hasn't been improvement to their situation, a prudent nurse would bring up their observations to the immediate supervisor at the college along with their concerns.