

Covenant School of Nursing
Disciplinary Action Summary Assignment
Instructional Module 2

Student Name: Gabrielle Angela Uy

Date: 04/14/23

DAS Assignment # 4

Name of the defendant: Sally B. Grant

License number of the defendant: 619634

Date action was taken against the license: 02/14/2012

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.

The nurse had a total of five formal charges, four of them were concerned with lack of fitness on the job and one charge of substance misuse. On September 27, 2007, the nurse was lacking fitness to practice since they were exhibiting symptoms of increased fatigue, weakness, sleepiness, and poor boundaries that seemed indicative of impaired behavior. The nurse then continued to exhibit these symptoms on October 16, 2007, when they arrived at a patient's residence where the caregiver called the police and was subsequently driven home to a nearby relative's house. The situation persisted again on January 12, 2008, where they displayed behavior such as slurred speech, repeating herself numerous times, rambling speech, and not making sense when speaking. In addition to this, they voiced to a caregiver that "I sure am glad that patient died so now I don't have to go there". Continued impaired behavior was evident on January 17, 2008 with presentation of slurred speech, confusion, appearance of being extremely tired, eyes closing periodically, and rambling speech. Her final charge was a positive urine specimen for Morphine, Oxazepam, and Nordiazepam for a drug screen.

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.

Not engaging in use of Morphine, Oxazepam, and Nordiazepam would have prevented action against the license and would have prevented any potential harm to the patient. In addition to these actions, they could have recognized their dependence to controlled substances that would impair their judgment and actions while on the job and could have joined a support group or sought help to remediate their dependence.

Identify which universal competencies were violated and explain how.

They violated the universal competencies of human caring, critical thinking, and professional role through the actions described in their charges. They violated human caring by not treating the patient with respect and dignity, with the comment they stated to the caregiver. Even if a patient has unfortunately passed, they still

deserve to be treated with dignity and with human caring. They also violated critical thinking, since they were unable to do so due to lack of fitness that would prevent them from making an accurate assessment or decisions, along with ability to recognize any adverse symptoms or conditions. Finally, they lacked taking on a professional role throughout the period of their charges by showing up to patients' residents and to the job in general by showing up under the influence of controlled substances.

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.

They would then perhaps have a discussion with the coworker to assess how they're doing and if there were any outstanding circumstances that could be contributing to their behavior. If they don't recognize it as a problem that could potentially have negative repercussions to the patients, that would alarm them that the nurse truly does not have fitness to work at the moment. A prudent nurse would have recognized the signs and symptoms of impaired behavior that their coworker is exhibiting and would bring it to the attention of the immediate supervisor. If their peer was then recommended to the TPAN, they would try to support them and keep a watchful eye in case of any relapses.