

# Covenant School of Nursing

## Disciplinary Action Summary Assignment

### Instructional Module 2

Student Name: Crystal Pena Date: 01/25/2024 DAS Assignment # \_\_2\_\_

Name of the defendant: Heather Elizalde License number of the defendant: 640820

Date action was taken against the license: 08/21/2018

Type of action taken against the license: 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.*

*In July of 2017, while working in Tomball, Texas at Tomball Regional Medical center, Ms. Elizalde was reported that she was found sleeping in the NICU and that she would leave for extended periods of time without giving anyone notice or giving report on her assigned patients. She received the first charge for "lacking fitness to practice professional nursing." This action was a violation of The Texas Occupations Code and The Texas Administrative Code.*

*Later that same year, while working at the same workplace, she was reported to have left her assigned unit for an extended period of time without notifying appropriate personnel or providing report on her patients. This was her second charge. This action also called for a disciplinary action as it was also a violation of both The TX occupations code and the TX Administrative Code.*

- *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.*

*I believe that in any case, actions taken against the license would be thoroughly reviewed. If the nurse is given an opportunity to show compliance and fails to do so, there's not much that can be done. If she were to have honored the requirements of the Nursing Practice Act, she may have had a chance to keep her license. No harm occurred to her patients, but in order to prevent putting them in danger, she had to of known that she cannot be sleeping on the job or leaving work. For a nurse to do this is simply unacceptable. She could have sought help from colleagues to cover her shift or called in because of exhaustion.*

- *Identify ALL universal competencies were violated and explain how.*  
*The nurse violated Safety and Security Physical universal competencies as she was not even with the patients for an extended period of time so she more than likely never identified them and emotional competencies were not honored as she never promoted trust or respect by*

*sleeping in the NICU. Standard Precautions were not considered, again she was absent either in sleep or not in the building at all. Communication, I believe she had no time to teach in her sleep nor did she even care to utilize recourses to enable communication. Her critical thinking skills were asleep right along with her. Her prioritizations of tasks and procedures were out of line. Documentation was more than likely inaccurate as she failed to even have eyes on the patients. Human caring was violated because she did not respect the patient enough to take care of them. Her professional role as a nurse showed how poor it was as she was sleeping in the NICU of all places. The interaction with peers staff and family was not present as she wasn't either! All these interactions were violated as she wasn't behaving as a prudent nurse.*

- *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.*

If I had discovered that the above nurse was sleeping in the NICU or absent without leave during her shift, I would immediately grab a coworker to help check all of her patients and make sure they were safe and attended to then I would confront her about it and alert the charge nurse and follow any directions the charge nurse may have for me.