

Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Alyssa Morrow

Date: 4/4/2024

DAS Assignment # 2

Name of the defendant: Tracy N. Franklin RN

License number of the defendant: 624428

Date action was taken against the license: 7/22/2021

Type of action taken against the license: Probated Suspension

- *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 unprofessional events that led up to the action taken against Nurse Tracy's license were diverting medications, ingesting an opiate while on duty, and testing positive on a drug test for Marijuana and Opiates. While working at PAM Rehabilitation Hospital of Clear Lake, Webster, Texas, the RN diverted fifty tablets of Hydromorphone, three tablets of Remeron, and one tablet of Norco. Around the same time as the first defense, Tracy had admitted to taking a Hydromorphone tablet while on duty. Also, the RN engaged in the unlawful use of Marijuana and Opiates in that she produced a specimen for a reasonable suspicion drug screen that resulted positive for Marijuana and Opiates.

Nurse Tracy allowed herself to be put in the position of being found responsible for defrauding her facility and patients thereof the cost of the medications. The act of diverting medications put her patients in harm by not providing them with the care they need. Nurse Tracy proved to be untrustworthy and irresponsible by not administering medication with integrity.

The RN put her patients in harm's way by being under the influence of an opioid while at work. This action could have affected the nurse's ability to recognize subtle signs, symptoms or changes in the patient's conditions, and her ability to make rational, accurate, and appropriate decisions. Nurse Tracy admitted that she had a drug problem and would locate medication wherever possible, including her place of work. She also admits to stealing narcotics from the hospital. I find it difficult to understand why Nurse Tracy allowed herself to be under the

influence at work when she knows that she is taking care of people who need her to be in the right state of mind.

Nurse Tracy tested positive for illegal substances such as Marijuana and Opiates on a drug test. This incident is illegal and dangerous because if the RN is on duty or on call, her ability to do nursing functions could be impaired. Ultimately, the inability to function with a sharp mind puts patients in danger.

- *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 would prevent this nurse from making these unprofessional decisions by discussing these issues with the charge nurse. For instance, I would tell the charge nurse as soon as I had a suspicion of the RN diverting medications. The charge nurse could then decide what needs to be done to the RN to ensure that this problem is stopped. I would also report nurse Tracy to TPAPN so that she could get professional help with her addiction to medication as well as other drugs. Hopefully, the RN getting help will prevent her from testing positive on a future drug test. If I was the first person to notice the RN taking an opiate at work, I would report her to the charge nurse who would then handle the situation. This way Nurse Tracy could learn her lesson to not decide to make that decision again.

- *Identify ALL universal competencies that were violated and explain how.*

Safety and Security- Nurse Tracy violated this competency because she broke the trust and respect of her peers and patients by diverting medications and working while under the influence as well as testing positive for illegal drugs on a specimen test.

Critical Thinking- The RN did not critically think when deciding to divert the medications. She should have realized that that this was a terrible decision that would affect her license. Also, nurse Tracy did not think critically when deciding to take an opioid while on the job.

Documentation The RN violated this universal competency by not documenting the diverted medications. This competency was not addressed in her case, but I assume that there was no documentation on the RN's part concerning the diverted medications.

Human Caring- Nurse Tracy broke this competency by not caring for her patients with a sober mind when she took an opioid while on duty.

Professional Role- The RN acted unprofessional by deciding to divert several medications, being under the influence at work, and consuming illegal drugs that proved to be positive on a drug test.

- *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.

The infractions that Nurse Tracy took part in must be addressed to a higher-level staff member, such as the charge nurse. A prudent nurse would report her to the charge nurse when discovering that Nurse Tracy was diverting medications. If I was the first nurse to witness the RN take a pill while at work, I would confront her about the situation. I would remind her that working under the influence is dangerous to the patients because the drug can alter her ability to make critical choices. After this interaction, I would tell the charge nurse what I had witnessed Nurse Tracy taking an opioid at work. I would also report to Texas Peer Assistance for Nurses (TPAPN) about Nurse Tracy drug habits. This way the RN can get help managing her drug problems. Hopefully, Nurse Tracy will learn her lesson by having her license suspended in that she will refrain from drugs and keep safety in the forefront of her mind from now on.