

# Covenant School of Nursing

## Disciplinary Action Summary Assignment

### Instructional Module 2

Student Name: Ernesto Falcon Date: August 19, 2024. DAS Assignment # \_\_\_1\_\_\_

Name of the defendant: Tebby, Merrin Dawn License number of the defendant: 772216

Date action was taken against the license: November 14<sup>th</sup>, 2023

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. Dawn Tebby was a traveling nurse working at the time for Portsmouth Regional Hospital, N.H. There was a complaint of her being engaged in unprofessional conduct by diverting or attempting to divert controlled substances. There were several nurses that reported Dawn Tebby of her not following policy during the wasting of narcotics which was hydromorphone. This was investigated by an audit. Hospital staff agreed to drug test her and she admitted that she would test positive for marijuana, hydromorphone, and OxyContin. Dawn Tebby was unable to produce a sample of her urine screen and failed to submit to a hair follicle. Failure to do so, the traveling contract was terminated as a result. There was also video footage and reviewed that she was responsible for six missing syringes of 1mg/ml of Dilaudid/Hydromorphone.*
- *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 this occurrence, the decision the hospital took was the correct action. I feel that she was doing it deliberately. After her findings, her not submitting to a drug screening made it clear that she was on other drugs outside of the hospital setting. She was not willing to cooperate with the investigation. I do not know if she could have enrolled in the TPAPN program and paid restitution and got her license back after completion. I do not know how else this could have been prevented because it is instilled in class not to take medications, this includes from the patients and from the hospital unit itself.**

- *Identify ALL universal competencies were violated and explain how.*  
**Safety was an issue on this case. She did not promote trust and respect. Standard precaution was another universal competency that she violated when she did not dispose of narcotics. She never asked another nurse to waste with her. There may have also been Human caring/Professional Role nursing behaviors that may have not had been addressed. Just with**

her admitting she had drug substances in her system, she may have been under the fluence when she came to work that could have prevented her, taking care of her patients.

- *Use the space below to describe what action you think a prudent nurse would take as the first 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 have had done the same. I would have had reported it to the charge nurse first. I feel that she was taking narcotics first and who knows if she was exchanging the narcotics and filling the syringes with something else. She could have not been giving them all the prescribed dose. I know some people say everyone deserves a second chances but, in this case, she was proven she was taking them in 6 other occasions. Plus, she was doing drugs outside of work.*