

Covenant School of Nursing
Disciplinary Action Summary Assignment
Instructional Module 2

Student Name: Juliana Adams Pogoy

Date: August 21, 2024

DAS Assignment # 1

Name of the defendant: Kathy Jean Salu

License number of the defendant: 852130

Date action was taken against the license: 12/11/2018

Type of action taken against the license: Warning with Stipulations and Fine

- *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.*

Kathy Jean Salu was an employee as a Registered Nurse at CHI St. Luke's Sugar Land Hospital. She committed unprofessional actions that could have harmed the patient in her care. These unprofessional actions include changing the frequency of the patient's pain medication, and falsely documenting on a patient's medical record. Kathy Jean Salu adjusted the frequency of her patient's pain medication in the absence of a physician's order. She also documented that she was able to receive a call from the physician for an order to change the frequency of the patient's pain medication. As feedback on these facts, she said she looked over the patient's medication and thought that the patient has too much pain medication. She also stated that the physician called her back and said that the pain management would visit with the patient the following day. She stated that the physician hung up on her before she could finish what she wanted to say. These actions could have resulted in patient harm if it was found out later. Kathy Jean Salu received warning with stipulations and fine as a result of her actions.

- *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.*

A measure that could have prevented this from happening would have been calling back to the physician after he hung up on her. Being able to communicate efficiently is crucial to have better understanding with each other, especially in the medical field. In doing so, it could have prevented misunderstandings and miscommunication between the physician and the nurse. Most especially with telephone or verbal order. Medical errors have been made multiple times because of this and so, confirming what the physician meant could have prevented this action. The nurse should have also not assumed what the doctor said and reduced the pain medication without an official order.

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

The nurse violated multiple universal competencies. She violated Safety and Security, Documentation, and Professional Role. Safety and Security was violated because she changed the frequency of the patient's pain medication. This change may have not been enough with the patient's condition and in doing so would cause harm to the patient. Documentation was also violated because the nurse documented on the patient's medical record that the physician changed the frequency of pain medication despite not being able to thoroughly communicate and confirm with the physician on what to do with the pain medication. Professional Role was violated because the nurse was not able to interact appropriately with the staff. Instead of calling back and communicate clearly with the physician, she went ahead and changed the frequency of the pain medication.

- *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 was the first person to discover this event, I would tell the nurse to stop for a minute before she does anything else. I would advise her to call back to the physician first and confirm what he wants to do with this patient's pain medication. I would tell her to think what the consequence would be to the patient's safety if she went ahead and changed the frequency. If she would not listen to me, I would then report her to the charge nurse so that she would be stopped sooner rather than later.