

Disciplinary Action Summary #2

Student Name: Marco Godino. Date: 08/30/2024. DAS Assignment: #2

Notice of disciplinary action: 12/12/2019. License number of the defendant: 634368

Name of the defendant: Gerald Gibson

Date action was taken against the license: 03/10/2020

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.

Gerald Gibson, a former RN license holder. Made multiple mistakes while working in the clinical setting. Gerald failed to document the administration of narcotics. Failed to follow the facility's policy on the wastage of unused narcotics. Diverted narcotics instead of administering them to the patients. And lastly engaging in the improper use of morphine.

Gerald failed to document the administration for multiple narcotics on multiple patients. She pulled four tramadol tablets, 50mg each, for a patient. One morphine injection, 10mg, for the second patient. One morphine injection, 10mg, for the third patient. For the last patient Gerald pulled four norco tablets, 325mg each. It is unsure whether she administered the medication or not. It is likely she administered the medication and didn't document that she did. Which will then lead other care givers to administer the same dose to the patient. That will then result in the patient having a possible overdose.

Gerald failed to properly waste the unused medication. She withdrew morphine 10mg, did not administer it to the patient. She then withdrew 2, 325mg each, tablets of oxycodone and only administered one tablet. Lastly, she withdrew 4 tablets of norco, 325mg each, and did not administer any of the four pills. Gerald's lack of properly wasting medication that was not used also put the pharmacy of the hospital at risk for violation of Chapter 481.

Gerald diverted fentanyl, tramadol, morphine, norco, and oxycodone/acetaminophen. She diverted these medications from three different patients. Which resulted in the patients never receiving their medication. This action of Gerald's was more than likely to defraud the hospital of these medications.

While employed as a RN, Gerald was surprised with a random drug test. After the specimen was collected, traces of morphine were found within her urine. Gerald participated in the unlawful and improper use of morphine. While using morphine it can cause impairment to the user. Gerald put patient's lives at risk. It could have impaired her ability to care for patients.

Such as the inability to make accurate decisions and assessments, inaccurate judgements, and perform poor patient care.

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.

There are multiple things Gerald could have done to prevent her license from being revoked. Being honest with the administration of medication could be a start. Administering and not documenting can result in major harm to the patient. It could have caused the patient to overdose if another care giver would've administered the medication too. Gerald could have asked for help from a charge nurse, fellow nurse, or even the nurse manager. On how to waste unused medication. If she didn't know how to, but I highly doubt she didn't. Diverting medication could have been prevented with the counting of controlled substances during shift change by the charge nurses. Improper use of morphine could have been prevented if Gerald would have looked for help.

Identify ALL universal competencies were violated and explain how

Documentation was violated when Gerald failed to document the administration of medication as well as the wastage of medication.

Human Caring was violated when Gerald diverted pain medication instead of administering them to the patient that was in pain.

Professional role was violated when Gerald failed to find help on how to waste unused medication. It was also violated when Gerald was improperly using morphine then going to take care of patients.

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 were the nurse that discovered these actions made by Gerald. I would immediately tell the charge nurse. Hopefully leading to the discovery of the missing medications. Or allowing Gerald to have a chance to document the correct documentation for the administration of the medications. If nothing were done, I would go to the nurse manager. If I noticed Gerald was impaired of any medication. I would immediately tell the charge nurse and nurse manager. Because of how high of a risk she will be putting patients in the way of medical harm.