

# Covenant School of Nursing

## Disciplinary Action Summary Assignment

### Instructional Module 2

Student Name: Alexxys Riojas

Date: 08/24/2024

DAS Assignment # 2

Name of the defendant: Melissa Fortier

License number of the defendant: 819161

Date action was taken against the license: 01/27/2020 & 05/10/2022

Type of action taken against the license: Enforced 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.*
  - *Melissa Fortier withdraw 5 medications from the Pyxis. The medication are as follows, Temazepam, 2 vials of morphine, Ondansetron, and Hydrocodone. These medications were not documented in her clinical notes or in e-Mar, which could have easily led to an overdose of these patients by the next nurse caring for the patient. Melissa also failed to properly follow her employer's policy regarding wasting such medications, which again ties into the safety of the patient as it leaves the amount the patient received unknown. It is believed that this nurse was diverting these medications for personal use. While working one shift Melissa was appearing to be impaired as she was stumbling and slurring her speech. This became a danger to her patients as she was not in the proper mindset to properly care for them. Due to the appearance on this shift, she was subjected to a drug screen, which was positive for the use of Morphine. Two days in February of 2020 this nurse admitted to tampering with a total of 60 vials by withdrawing the medication and inserting saline into the vials and then gluing the lids back on. Around a year later in 2021, Melissa gained another charge to her license as she admitted to her case manager of the TPAPN program that she filled a prescription for Wellbutrin by falsifying a telephone order under a provider's name.*
- *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 feel as though if this nurse would have communicated that she was struggling to a peer that she could have received help rather than stealing from her patients. Communication goes a long way. Her team could have gotten her some additional assistance and supported her in her trouble rather than her struggling and fighting this battle alone. Properly documenting her wastes and removal of medication could have easily helped put these patients in a better situation that she presented with.*

- *Identify ALL universal competencies were violated and explain how.*
  - *Safety and Security (Emotional): This competency was violated because she failed to promote trust and respect. By not providing the medication to the patient she broke the trust of the patient, she also did not respect the patient enough to help provide comfort to the patient by giving them their medications.*
  - *Communication: Melissa failed to use communication by not properly documenting so the next nurse knew how to properly care for the patient as the medications were not in the chart or her personal notes. She also could have asked for help for her own struggles.*
  - *Critical Thinking: This nurse failed to use critical thinking especially the day she came to work impaired as she could have easily harmed a patient by not being in the right mindset. She did not have good decision making skills as she was not providing patients with their medications, she also was stealing these medications that cost the patient and hospital money when not documented or accounted for. Falsifying an order for her own personal use was lacking her critical thinking as she could have endangered herself as well.*
  - *Documentation: Melissa did not document whether the patients refused the medication or if she even gave them their medication as well as not wasting which left medications unaccounted for possibly posing a danger if left in open site.*
  - *Human Caring: Melissa failed to provide human caring for her patients because she lacked allowing them to be a part of their plan of care, she did not give her patients the opportunity to state if they wanted their medications or not. If she truly cared she would not have taken the medications from these patients for personal use.*
  - *Professional Role: When she appeared impaired on her shift she failed to maintain a professional personal appearance, she did not manage her resources properly, or interact with those around her in the manner she should have to the use of morphine.*
  - *Safety and Security (Physical): This competency was violated due to the nurse not doing the 7 medication rights. She failed to document if any medication was given or even if the patient had refused the medication it was not noted either. In a way she did not confirm the right patient as the medication was not prescribed to her, nor the reason as to why it was truly needed.*
  
- *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 one to have witnessed these actions I would inform my charge nurse immediately and check on these patients to see if they are okay or in any pain. I would also pull this nurse aside and tell her that it is okay to not be okay but that she does need some help. The team she has around her can support her as she faces these hard times, but taking from your vulnerable patients is not the answer. Ensure this nurse that there are programs that can help with the issues she is facing.*