

Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Amaya Jones Date: 11/1/2024 DAS
Assignment # 2

Name of the defendant: Gerald Dee Gibson License number of the defendant: RN
#634368

Date action was taken against the license: 3/10/2020

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 to cite them, e.g. drug diversion, HIPAA violation, abandonment, forfeiture on student loans, etc.

Ms. Gibson's license was revoked after multiple instances of failed eMAR documentation, drug diversion, and a drug test that was positive for morphine. In January 2018, Ms. Gibson failed to document the medications ordered for four different patients: Tramadol 50mg tablets, Morphine 10mg/ml, Morphine 10mg/ml, and Norco 5/325mg tablets. The absence of documentation could have caused another nurse to believe that those medications were given, which could have resulted in an overdose if those medications were indeed given under Gibson's shift. In January 2018, Gibson also failed to properly follow her facility's procedure for wasting narcotic medications. She did not document and have a witness present while wasting Morphine, Oxycodone/Acetaminophen, and Norco. In January 2018, it was noted that Gibson misappropriated the narcotic medications that she failed to waste and document, including Fentanyl. As a result of the previous charges, Ms. Gibson was subjected to a random drug screening and tested positive for Morphine.

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.

Ms. Gibson should have reported her lack of documentation and admitted to struggling with substance abuse. Even though an investigation would still be underway, this would allow Gibson

to participate in support programs to help her overcome addiction. The license may have received a slightly less severe consequence if she reported her concerns before providing care to any patients. The revelation of substance use could have resulted in Gibson being sent away to prevent her from having access to the patient's medications and prevent the possibility of a medication error.

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

Ms. Gibson violated documentation by failing to document the medications that were supposed to be given to patients and the wasting of narcotics. All care requires documentation to serve as a record of what was provided to a patient. The absence of documentation would have put the patient(s) in danger since a nurse from a different shift could pull up the patient's MAR and notice that their previous time to receive medications was blank. If medications were truly given to the patient, that nurse could have unintentionally overdosed the patient. She also failed to document any narcotics that were wasted.

Standard precaution was violated by Gibson since she failed to properly waste narcotics and did not have a witness present. If a narcotic is being wasted, another nurse must be present to reduce the risk of drug diversion. Ms. Gibson was not following the hospital's policy and procedure on wasting since she did not document nor ask another nurse to be present.

Ms. Gibson violated communication by failing to reveal any substance abuse issues to her charge nurse ahead of proceeding with her shifts. Not coming forward and discussing her addiction has placed her patients in jeopardy. Her patients were at risk of medication errors and her positive Morphine test means her thinking could have been impaired while providing care. If she had communicated ahead of time, interventions could have been in place to ensure patient safety and potentially a less severe investigation into her case.

Safety (physical) was violated due to Ms. Gibson having a positive Morphine test while on shift. As mentioned previously, she could have been impaired and unable to make rational decisions when caring for her patients. This puts her patients in danger of injuries and potentially severe medication errors under Gibson's care.

· *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 first thing I would do is report the incident to the charge nurse. I would express concern about Ms. Gibson's patients and how she has failed to document the medications that they were intended to receive. Then, I would voluntarily supervise her while she was wasting medications to prevent her from diverting them. To ensure the safety of patients, I could check on Ms. Gibson and inquire if she has been struggling recently with substance use. Then I could suggest that she inform the charge nurse and receive appropriate support.