

Covenant School of Nursing

Disciplinary Action Summary Assignment

Instructional Module 2

Student Name: Spencer Jackson

Date: 01/24/25

DAS Assignment # 1

Name of the defendant: Stephanie Moore

License number of the defendant: 865533

Date action was taken against the license: February 8th, 2022

Type of action taken against the license: Revocation

Description of Events Leading to Disciplinary Action

Stephanie Marie Moore, a registered nurse in the state of Texas, had her nursing license permanently revoked by the Texas Board of Nursing on February 8, 2022. The decision was made following her failure to appear at a scheduled hearing regarding multiple violations of professional conduct and patient care standards.

The disciplinary action was based on two primary charges. The first charge involved impaired behavior while on duty at Texas Health Resources Fort Worth Hospital. Witnesses reported that Moore arrived late to work, appeared disheveled, exhibited unsteady hands, and displayed erratic behavior such as failing to complete sentences, cursing loudly, and throwing charts. When confronted about her condition, she refused to take a reasonable suspicion drug test and subsequently quit her job. Her impairment potentially endangered patients, as it could have affected her ability to assess and respond to their medical conditions accurately. It also created an unsafe work environment for her and her coworkers due to her quick temper that could have been caused by drug use, or lack of care for her mental and physical health.

The second charge pertained to Moore's failure to carry out essential medical procedures for a patient. On June 5, 2021, she neglected to obtain a STAT blood draw as ordered by a physician and failed to type and cross-match blood for a transfusion. Additionally, she did not administer two units of packed red blood cells as directed, and it was later discovered that the patient's IV had infiltrated, causing unnecessary pain and delaying treatment. These failures compromised patient safety and were deemed serious violations of the Texas Occupations Code and nursing standards. She failed to follow orders that were given by the physician.

Preventative Measures

Several measures could have been taken to prevent the revocation of Moore's license and the harm posed to patients:

- Implementing routine wellness and impairment screenings for nurses to identify potential substance use or mental health concerns before they impact patient care.
- Providing additional training on workplace professionalism and ethical responsibilities, emphasizing the importance of reporting to work in a competent state.

- Enforcing stricter supervision and peer accountability to detect and address impaired behavior early.
- Ensuring proper communication and delegation in patient care to reduce the likelihood of missed or delayed medical procedures.

Universal Competencies Violated

Moore's actions violated multiple universal competencies required for professional nursing practice, including:

- **Safety and Security:** Her impairment and neglect in performing critical medical procedures jeopardized patient well-being.
- **Professional Role:** Her erratic behavior, refusal to comply with drug testing, and failure to provide essential treatment demonstrated unprofessional conduct.
- **Critical Thinking:** By neglecting to perform a STAT blood draw and blood transfusion, she failed to uphold the standard of competent nursing care.
- **Communication:** She did not properly communicate or take responsibility for her actions, leading to disciplinary measures. She quit her job as soon as a drug screen was brought to her attention.
- **Human Caring:** The nurse neglected that the patient was in pain due to her infiltrated IV. Because of her lack of Human Caring, the patient was in unnecessary pain. She did not take the proper steps to ensure that her patient was cared for.
- **Safety and Security (Emotional):** Like Human Caring, the nurse neglected the pain of the patient, and did not promote trust. The patient was ignored.

Prudent Nurse Response

If a prudent nurse had been the first to discover Moore's impairment or negligence, they should have taken the following steps:

1. Immediately report signs of impairment to a supervisor to prevent potential harm to patients.
2. Ensure that the patient's medical needs are addressed promptly by stepping in or delegating the tasks to another competent nurse.
3. Document all observations and interventions accurately to support any necessary investigation.
4. Advocate for patient safety by following hospital protocols for reporting impaired or unsafe nursing practices.
5. Being overall more vigilant

In summary, the revocation of Stephanie Marie Moore's license highlights the importance of maintaining professionalism, ensuring patient safety, and addressing impairment in the workplace. Adhering to nursing competencies and ethical responsibilities is essential to preventing similar disciplinary actions in the future. As nurses, I feel like it is part of our job to hold our peers accountable, and make sure they are okay. If the underlying issue of possible mental or physical health struggles could have been caught or screened, this situation could have possibly been prevented. This could have resulted in a happier patient, and a chance that the nurse could have received help before it was too late.