

**STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE:)
TAMMY JO HALL)
License No. 026.0060062)

Docket No. 2010-1

STIPULATION AND CONSENT ORDER

NOW COMES the State of Vermont, by and through State Prosecuting Attorney S. Lauren Hibbert, and the Respondent, Tammy Jo Hall, RN, who stipulate and agree as follows:

Board Authority

1. The Vermont State Board of Nursing (the "Board") has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after disciplinary hearing, the Board finds that the Respondent has engaged in unprofessional conduct. 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. § 1582; the Administrative Rules of the Board of Nursing (the "ARBN"); and the Rules of the Office of Professional Regulation.

Stipulated Facts

2. Tammy Jo Hall (the "Respondent") of Rigby, Idaho is licensed by the State of Vermont as a Registered Nurse under license number 026.0060062. This license was originally issued on or about November 6, 2009 and expired on or about March 31, 2011.
3. At all times relevant, Respondent was employed as a traveling nurse through American Mobile Healthcare, and was working as a Registered Nurse at Fletcher Allen Health Care (the "Facility"), located in Burlington, Vermont. Respondent began her employment at the Facility on or about October 19, 2009, and was terminated on or about December 22, 2009.
4. On or about January 4, 2010, in a telephone call to Chief Investigator Amy Carlson, K.M., the Facility's Director of Pharmacy, reported that after a nurse who came on shift after Respondent noticed documentation discrepancies made by Respondent regarding a patient's medication, Nurse Manager R.C. ran a Pyxis (electronic medication dispensing machine) report. K.M. advised this Pyxis report revealed further concerns regarding Respondent's medication administration practices, and therefore a chart review was commenced. K.M. advised that this auditing showed that Respondent's documentation appeared fine until on or about December 5, 2009.

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However, K.M., advised that thereafter, from on or about December 5, 2009 through on or about December 22, 2009, several charts were found to have missing documentation of narcotics.

5. A review of Respondent's documentation between December 5, 2009 and December 22, 2009 reveals that the Respondent on several occasions the Respondent removed medication from Pyxis and then failed to document the administration of the medication. The State's investigation did not reveal that patients were physically harmed or denied medication.
6. On or about July 2, 2010 in an interview with Chief Carlson, Respondent acknowledged she had made several documentation errors with regard to narcotic medication. The Respondent stated she did not have an explanation for her those errors other than that she had trouble with the computer system. Additionally, the Respondent strongly denied diverting narcotics from the Facility. The Respondent further stated that she asked the Facility to give her a drug test at the time of her termination which they declined to do.
7. Prior to entering into this Stipulation and Consent Order the Respondent has completed three (3) urines tests in a Board approved setting and all three urines were negative. Additionally, the Respondent was evaluated by a Board approved independent evaluator, B.S., who stated that the Respondent does not have a drug or alcohol addiction and she does not present a risk to the public through her role as a RN.
8. The Respondent has committed unprofessional conduct because when she did not properly enter medication administration times she performed unsafe and unacceptable patient care and she failed to conform to the essential standards of acceptable nursing practice; therefore, she failed to comply with federal and state statutes and rules governing the profession.

Violations

9. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because the Respondent has committed unprofessional conduct in violation of:
 - a. 26 V.S.A. § 1582(a)(3) (Is unable to practice nursing competently by reason of any cause) which includes performing unsafe or unacceptable patient care pursuant to ARBN Chapter 4, Subchapter 4, Rule II(B)(1); and failing to conform to the essential standards of acceptable and prevailing nursing practice pursuant to ARBN Chapter 4, Subchapter 4, Rule II(B)(2);
 - b. 3 V.S.A. § 129a(b)(1) and (2) (Failure to practice competently by reason of any cause on a single occasion or on multiple occasions may constitute unprofessional

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conduct, whether actual injury to a client, patient, or customer has occurred. Failure to practice competently includes: (1) performance of unsafe or unacceptable patient or client care; or (2) failure to conform to the essential standards of acceptable and prevailing practice); and

- c. 3 V.S.A. § 129a(a)(3) (Failing to comply with provisions of federal or state statutes or rules governing the practice of the profession).

Understandings

10. This Stipulation is neither an admission of liability by the Respondent nor a concession by the State of Vermont that its charges are not well-founded. To avoid delay, uncertainty, inconvenience, and expense of protracted litigation of the charges above, the Parties reach a full and final Stipulation pursuant to these Understandings and the Order below. The Respondent does not dispute that the State could prove at least some of charges by a preponderance of the evidence if this matter went to a hearing and agrees that the conditions below are necessary and appropriate.
11. Respondent understands that the Nursing Board must review and accept the terms of the Consent Order. If the Board rejects any portion, the entire Stipulation and Consent Order shall be null and void.
12. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced her rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.
13. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
14. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
15. Respondent voluntarily enters into this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.
16. Respondent voluntarily waives her right to a contested hearing before the Board of Nursing and waives any right to appeal from this Stipulation and Consent Order.
17. Respondent agrees that the Order set forth below may be entered by the Board.

ORDER

Based on the Stipulation above, it is **ORDERED AND ADJUDGED** as follows:

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- A. The Board of Nursing hereby changes Respondent's registered nursing license status to **INACTIVE-CONDITIONED**, commencing with the date of entry below. If, in the future, Respondent requests and is granted reinstatement of her registered nursing license, her license will be **CONDITIONED FOR A MINIMUM OF EIGHTEEN (18) MONTHS** commencing with the date of reinstatement. The conditions will be as follows:

(1) Re-issue of License.

Upon the imposition of these conditions, Respondent shall be issued a license labeled "conditioned."

(2) Length of Time Conditions Imposed.

The conditions shall remain in place until Respondent has completed all conditions ordered. Respondent shall be subject to the conditions until Respondent completes a **minimum of eighteen (18) months** of supervised nursing practice in which she works at least forty (40) hours every two (2) weeks as a nurse. Part time hours of less than forty (40) hours every two (2) weeks shall be credited on a prorated basis. The Respondent shall be prohibited from working more than forty (40) hours per week during the conditioned period.

(3) Required Courses.

a. Documentation:

Respondent must successfully complete (i.e., receive a passing grade, if applicable) a documentation course with prior approval by the Board or its designee, and then submit written documentation of completion (certificate of completion, etc.) to verify the same to the satisfaction of the Board or its designee. This course must be completed within ninety (90) days of the Respondent's reinstatement with the Board.

b. Medication Administration:

Respondent must successfully complete (i.e., receive a passing grade, if applicable) a Medication Administration course with prior approval by the Board or its designee, and then submit written documentation of completion (certificate of completion, etc.) to verify the same to the satisfaction of the Board or its designee. This course must be completed within ninety (90) days of the Respondent's reinstatement with the Board.

(4) Notification to Employers/Nursing School.

Upon reinstatement, the Respondent shall provide a copy of this Stipulation and Consent Order to all employers in any current or future setting in which Respondent practices as a nurse and inform them of Respondent's conditional license status.

Within ten (10) days of reinstatement under this of this Consent Order or of any subsequent nursing employment, Respondent shall cause Respondent's immediate supervisor to submit to the Board an employer agreement form approved by the Board, acknowledging receipt of the Stipulation and Consent Order and the ability to comply with the conditions in the Consent Order.

In the event the Respondent is attending a nursing program which has a clinical portion that involves actual patient care, Respondent shall provide a copy of the Stipulation and

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Consent Order to the Program Director. Respondent shall cause the Program Director to submit to the Board a nursing program agreement form approved by the Board, acknowledging receipt of the Stipulation and Consent Order and the ability of the program to comply with the conditions in the Consent Order during clinical experience.

(5) Reports from Employers/Program Directors.

Within one (1) month of the date of the Respondent's reinstatement with the Board and monthly thereafter, Respondent shall cause every nursing employer the Respondent has worked for during the month to submit to the Board an evaluation of Respondent's work performance and attendance during that month. These reports shall be submitted in writing on forms issued by the Board. All employer reports shall indicate satisfactory performance (ie., consistently meeting all standards of nursing practice) and attendance. The Respondent's employer shall perform quarterly medication audits on the Respondent's work, the results of which shall be included in the employer's reports to the Board.

In the event the Respondent is attending a nursing program, Respondent shall cause the Program Director to submit to the Board, on a monthly basis, a written evaluation of her performance and attendance. These reports shall be submitted in writing on forms issued by the Board. All nursing program reports shall indicate satisfactory performance (ie., consistently meeting all standards of nursing practice) and attendance.

(6) Practice Under Supervision.

Respondent shall practice nursing only in a setting where Respondent has direct supervision for the entire shift by a registered nurse that is licensed and in good standing with the Board.

(7) Types of Employment Prohibited.

Respondent shall not work in a supervisory role. Respondent shall not work for a nurse registry, traveling nurse agency, float-pool, home health care agency, temporary nursing employment agency, or as a private duty nurse or personal care provider requiring a nursing or nursing assistant license during the effective period of this Consent Order.

(8) Out-of-State Practice.

Before any out-of-state practice can be credited toward fulfillment of these terms and conditions, Respondent shall first obtain approval from the Board prior to Respondent practicing nursing outside the State of Vermont. If Respondent fails to receive such approval before practicing nursing outside the State of Vermont, none of the time spent practicing nursing out-of-state will be credited toward the fulfillment of the terms and conditions of this Consent Order. The Board will approve out-of-state nursing practice so long as the Respondent can still comply with the provisions of this Consent Order.

If the Respondent receives discipline on a nursing license held in another state during the conditioned period, the Respondent must inform the Board of such, in writing, within ten (10) days of receiving such discipline.

(9) Notification of Place of Employment/ Personal Address/Telephone Number.

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Within ten (10) days of the date of entry of the Respondent's reinstatement, Respondent shall notify the Board, in writing, of her current place of employment, personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in employment (including resignation or termination), personal address, or telephone number.

(10) Notification to Other States.

In the event that the Respondent is licensed in nursing in any other state(s), she must inform the nursing licensing board of the state(s) in which the Respondent is licensed of the inactive status of her Vermont nursing license within thirty (30) days of the date of entry of this Order. If the Respondent seeks reinstatement then she must inform the nursing licensing board of the state(s) in which the Respondent is licensed of the conditional status of her Vermont nursing license within thirty (30) days of the date of reinstatement. If the Respondent fails to provide such notification, it will be considered a violation of this Order.

(11) License Renewal.

If the Respondent's license expires while this Order is still in effect, this Order does not automatically extend the license. In that situation, in order to continue to practice as a nurse, the Respondent must timely apply for renewal, pay the applicable fee and demonstrate that she has otherwise complied with the requirements for license renewal.

(12) Costs.

The Respondent shall bear all costs of complying with this Consent Order.

(13) Violation of this Order.

If the Respondent violates the terms of this Order in any respect, the Board, after giving the Respondent notice and an opportunity to be heard, may rescind or modify this Order and impose additional appropriate disciplinary actions. If a complaint of unprofessional conduct is made against the Respondent during the term of this Order, this Order shall be automatically extended until the unprofessional conduct matter is concluded.

(14) Completion of Conditional License Period.

After the conditional license period, the Respondent may petition the Board to remove any and all conditions on her license. The Respondent must present proof that she has fully complied with the terms of this Order.

- B. Notwithstanding any provision above, the Respondent must continue to meet all Nursing Board requirements for maintaining a license, license renewal and license reinstatement.
- C. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. § 129(a).
- D. This Stipulation and Consent Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

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AGREED TO:

Dated:

8/30/11

STATE OF VERMONT
SECRETARY OF STATE

By:

S. Lauren Hibbert

S. Lauren Hibbert
State Prosecuting Attorney

Dated:

8/21/11

APPROVED AS TO FORM:

Dated:

8-30-11

TAMMY JO HALL
RESPONDENT

By:

Tammy Jo Hall
Tammy Jo Hall

ATTORNEY FOR RESPONDENT

By:

Kaveh S. Shahi, Esq.
Kaveh S. Shahi, Esq.

APPROVED AND SO ORDERED:

Dated:

9-12-11

Date of Entry:

9/13/11

VERMONT BOARD OF NURSING

By:

Allen Left
Chairperson

nu.hall.stp

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