

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

IN RE:)
INGRID MARIE HALVORSEN) Docket No: NU 54-0497
License No. 026-0021160)

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COMES the State of Vermont, through State Prosecuting Attorney, Edward G. Adrian, and the Respondent, Ingrid Marie Halvorsen, R.N., who stipulate and agree as follows:

Board Authority

1) The Vermont Board of Nursing ("the Board") has jurisdiction to investigate complaints of unprofessional conduct and discipline nurses pursuant to 3 V.S.A. §§129 and 129a; 26 V.S.A. §1582; the Administrative Rules of the Board of Nursing; and the Rules of the Office of Professional Regulation.

Facts

2) The Respondent is licensed by the State of Vermont as a Registered Nurse under License Number 026-0021160, which is currently set to expire on March 31, 2005.

3) The Respondent's license has been conditioned since November 12, 2003 pursuant to the Second Stipulation and Consent Order entered on February 12, 2002. The Stipulation and Consent Order requires, among other things, that the Respondent provide a copy of the Order to her employer within ten days of the commencement of nursing employment, that the employer submit to the Board monthly employer reports, and that the Respondent receive on-site supervision for the entire shift by a registered nurse in good standing.

4) On June 2, 2004, the Board received a letter from the Respondent indicating that she had begun employment at the Greene County Correctional Facility in Cossackie, New York, and that Laura Preble, R.N. was serving as her supervisor.

5) The only employer report sent to the Board by Ms. Preble was received on November 30, 2004. It was submitted for the period covering November 2004.

6) In the report, Ms. Preble indicated that she had not been providing on-site

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
9 Baldwin Street
Montpelier, VT
05609-1107

supervision to the Respondent during the entire duration of the Respondent's shift, and she indicated that no other persons were involved in monitoring the Respondent.

7) A follow-up call to Ms. Preble by Anita Ristau, the Executive Director to the Board of Nursing, revealed that the Respondent had not provided a copy of the Stipulation and Consent Order to Ms. Preble, and also that the Respondent had been working on weekends without any supervision.

Charges

8) The acts, omissions and/or circumstances described above constitute grounds for discipline because Respondent violated:

- (i) 3 V.S.A. §129a(a)(4) (Failing to comply with an order of the board or violating any term or condition of a license restricted by the board).

Understandings

9) 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.

10) Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.

11) Respondent voluntarily enters this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.

12) 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.

13) Respondent agrees that the Order set forth below may be entered by the Board.

ORDER

Based upon the stipulation above, it is **ORDERED AND ADJUDGED** as follows:

A. Respondent's actions described above demonstrate grounds for discipline because Respondent violated:

- i. 3 V.S.A. §129a(a)(4) (Failing to comply with an order of the board or violating any term or condition of a license restricted by the board).

B. Respondent's license is hereby **SUSPENDED FOR A MINIMUM PERIOD**

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OF SIX WEEKS. Once reinstated, the Respondent will resume the conditions as set forth in the Second Stipulation and Consent Order entered by the Board of Nursing on February 12, 2002.

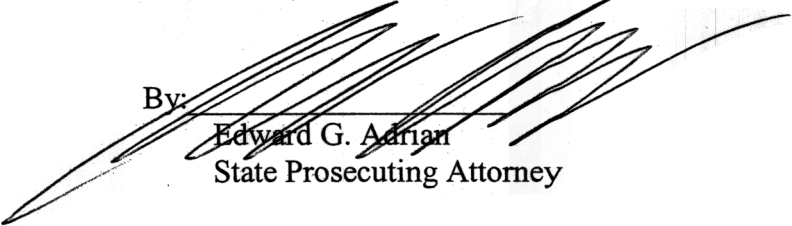
C. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. §129(a).

D. This Stipulation and Consent Order will remain part of the Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

AGREED TO:

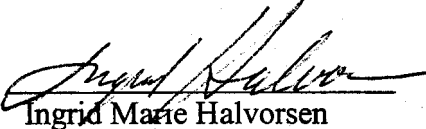
STATE OF VERMONT
SECRETARY OF STATE

Dated: 7/27/05

By: 
Edward G. Adrian
State Prosecuting Attorney

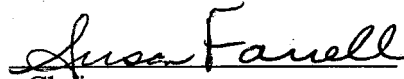
INGRID MARIE HALVORSEN
RESPONDENT

Dated: 7/20/05

By: 
Ingrid Marie Halvorsen

APPROVED AND SO ORDERED: VERMONT BOARD OF NURSING

Dated: 8.8.05

By: 
Chairperson

Date of Entry: 8/12/05

nu.halvorsen.stip

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Prosecuting Attorney
Office of
Professional Regulation
9 Baldwin Street
Montpelier, VT
05609-1107

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

IN RE:)
INGRID MARIE HALVORSEN) Docket No: NU 54-0497
License No. 026-0021160)

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following Charges against the Respondent, Ingrid Marie Halvorsen, R.N.:

Board Authority

1) The Vermont Board of Nursing ("the Board") has jurisdiction to investigate complaints of unprofessional conduct and discipline nurses pursuant to 3 V.S.A. §§129 and 129a; 26 V.S.A. §1582; the Administrative Rules of the Board of Nursing; and the Rules of the Office of Professional Regulation.

Facts

2) The Respondent is licensed by the State of Vermont as a Registered Nurse under License Number 026-0021160, which is currently set to expire on March 31, 2005.

4) The Respondent's license has been conditioned since November 12, 2003 pursuant to the Second Stipulation and Consent Order entered on February 12, 2002. The Stipulation and Consent Order requires, among other things, that the Respondent provide a copy of the Order to her employer within ten days of the commencement of nursing employment, that the employer submit to the Board monthly employer reports, and that the Respondent receive on-site supervision for the entire shift by a registered nurse in good standing. (See Attachment A).

5) On June 2, 2004, the Board received a letter from the Respondent indicating that she had begun employment at the Greene County Correctional Facility in Cotsackie, New York, and that Laura Preble, R.N. was serving as her supervisor.

6) The only employer report sent to the Board by Ms. Preble was received on November 30, 2004. It was submitted for the period covering November 2004.

7) In the report, Ms. Preble indicated that she had not been providing on-site supervision to the Respondent during the entire duration of the Respondent's

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
Montpelier, VT 05602

shift, and she indicated that no other persons were involved in monitoring the Respondent.

8) A follow-up call to Ms. Preble by Anita Ristau, the Executive Director to the Board of Nursing, revealed that the Respondent had not provided a copy of the Stipulation and Consent Order to Ms. Preble, and also that the Respondent had been working on weekends without any supervision.

Charges

9) The acts, omissions and/or circumstances described above constitute grounds for discipline because Respondent violated:

- (i) 3 V.S.A. §129a(a)(4) (Failing to comply with an order of the board or violating any term or condition of a license restricted by the board).

Relief Requested

WHEREFORE, the license of Ingrid Marie Halvorsen should be revoked, suspended, reprimanded, conditioned or otherwise disciplined.

Dated at Montpelier, Vermont this 19th day of April 2005.

STATE OF VERMONT
SECRETARY OF STATE

By: _____

Edward G. Adrian
State Prosecuting Attorney

nu.halvorsen.soc

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
Montpelier, VT 05602

STATE OF VERMONT
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING

In re:	)	
Ingrid Halvorsen	)	Docket No.: NU54-0497
License No: 026-21160	)	)
	)	

SECOND STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, through Attorney General William H. Sorrell,
and Respondent Ingrid Halvorsen who stipulate and agree as follows:

Board Authority

- 1 The Board of Nursing has jurisdiction to investigate complaints of unprofessional conduct and approve consent orders pursuant to 3 V.S.A. §§129 and 129a, and 26 V.S.A. §§1574 and 1582.
2. Respondent Ingrid Halvorsen of Del Mar, New York, is a licensed Registered Nurse holding license number 026-0021160 issued by the State of Vermont.

Facts

3. Respondent was employed at McClellan Health System in Cambridge, New York at all times relevant.
4. By way of history, Respondent's license was conditioned on Respondent meeting the requirements of the Board's prior March 12,

1999 Findings of Fact, Conclusions of Law and Order. (attached and incorporated).

5. By way of history, Respondent violated those conditions and agreed to be conditioned for a minimum period of three years again, starting March 16, 2000. Stipulation and Consent Order, dated March 16, 2000. (attached and incorporated).
6. On or about October 15, 2001, Respondent contacted the Vermont Board of Nursing and reported that she had relapsed.
7. Respondent's relapse was not while Respondent was working or scheduled to work.
8. Respondent's relapse resulted in Respondent being admitted to the Brattleboro Retreat for detoxification for a period of three (3) days.
9. Respondent admits the conclusions of unprofessional conduct as set forth below in the Board's Order
10. 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.
11. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
12. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
13. Respondent voluntarily enters this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into

signing this Stipulation and Consent Order.

14. Respondent voluntarily waives her right to a contested hearing before the Board of Nursing.
15. 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.
16. 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:

A. By engaging in the acts, omissions and/or circumstances described above, the Board concludes that Respondent acted unprofessionally pursuant to, and in violation of, 26 V.S.A. §1582(a)(5)(is habitually intemperate)

B. The Board hereby **SUSPENDS** Respondent's license for a minimum period of **three (3) months** from the date of entry of this Order. Thereafter, the Board **CONDITIONS** Respondent's license to practice nursing for a minimum period of **three (3) years**. The **CONDITIONS** on Respondent's license would be as follows:

(1) 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 three (3) years 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. Respondent shall be prohibited from working more than forty-eight (48) hours per week. Respondent's license is additionally conditioned as follows.

(2) Completion of Counseling and Treatment Plan.

Respondent shall enter into and continue counseling with the treating professional approved by the Board until the treating professional shall certify in writing to the Nursing Board that such counseling is no longer necessary. Respondent shall enter into and comply with the treatment plan approved by the Board and/or the Board's designee and the treating professional.

(3) Substance Abuse Therapy and Notification to Treating Professional.

Respondent shall provide a copy of this Stipulation and Consent Order to her treating professional and cause her treating professional to inform the Board, in writing and on professional letterhead, of receipt of the Stipulation and Consent Order and the treating professional's ability to comply with the conditions related to treatment and with all other terms of this Consent Order.

(4) Reports from Treating Professional.

Respondent shall authorize and cause her treating professional to submit to the Board evidence of satisfactory progress with the

treatment plan during the effective period of this Consent Order. These reports shall be submitted in writing on forms issued by the Board and shall be accompanied by a cover letter on the treating professional's letterhead. The first report is due commencing the month after the date of entry of this Consent Order and subsequent reports are due every month thereafter.

Respondent shall authorize her treating professional to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period this Consent Order is in effect.

(5) Participation in Support Group.

Respondent shall participate, at least weekly, or as recommended by her treating professional, in Alcoholics Anonymous or a similar support group.

(6) Random Alcohol/Drug Testing.

Respondent shall submit to random alcohol and drug screening at the request of the Board. Respondent shall ensure that her treating professional or employer or both shall administer random alcohol or drug tests as required by the Board or its designee. All testing shall be done on a random, unannounced basis, and analyzed by a lab qualified to analyze samples for forensic purposes. All screens shall be negative except for drugs prescribed for her under the care of a physician, dentist, or nurse practitioner. (See paragraph 8 Drug Use Exception.)

(7) Abstain from Alcohol or Drug Use.

Respondent shall abstain completely from the consumption of alcohol or the use or possession of any drugs with the exception of prescribed medications as outlined in paragraph 8 for the period of time described in paragraph 1.

(8) Drug Use Exception.

Respondent shall not take controlled substances unless necessary. Respondent may take medications lawfully prescribed for a bona fide illness or condition by a physician, dentist, or nurse practitioner whose identity shall be made known to the Board in writing by Respondent within forty-eight (48) hours of the establishment of the practitioner/patient relationship. Respondent shall ensure that the physician, dentist or nurse practitioner informs the Board, in writing and on appropriate letterhead, of knowledge of Respondent's substance abuse issue(s) within one (1) week of entering into the practitioner/patient relationship. Respondent shall inform the Board in writing of all medications prescribed, including the name of the prescribing practitioner, within forty-eight (48) hours of receiving the prescription.

The Board or its designee may request at any time that the practitioner document the continued necessity for the prescribed medications if the term exceeds 14 days. It is not anticipated that Respondent would be prescribed scheduled medication, during the term of this Consent Order, for a period greater than 14 days, but if so, than the conditions herein may be revoked by the Board.

Respondent shall keep a written record of medications taken, including over the counter drugs, and produce such record upon the request of the Board or its designee.

(9) Interview with the Board or its designee.

Respondent shall appear in person for interviews with the Board or its designee upon request.

(10) Re-issue of License.

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

(11) Out of State Practice/Residence.

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

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

Within five (5) days of the date of entry of this Consent Order, Respondent shall notify the Board, in writing, of her current place of nursing employment, personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in nursing employment, personal address, or telephone number. Respondent shall provide a

copy of this Consent Order to all employers, current and future, and shall inform them of the conditional status of her license.

Notification to Employers.

Respondent shall provide a copy of this Stipulation and Consent Order to all employers in any current or future setting in which she practices as a nurse and inform them of her conditional license status. Within ten (10) days of the date of entry of this Consent Order or of any subsequent employment, Respondent shall cause her immediate supervisor to write to the Board, on the employer's letterhead, acknowledging receipt of the Stipulation and Consent Order and the ability to comply with the conditions in the Consent Order.

Reports from Employers.

Within one (1) month of the date of entry of this Consent Order and every month thereafter, Respondent shall cause every employer she has worked for during the month to submit to the Board an evaluation of Respondent's performance and attendance during that month. This report shall be submitted in writing on forms issued by the Board. In the event Respondent is not employed in nursing during any month or portion thereof, Respondent shall submit to the Board, in writing, a self-report describing other employment or activities. In the event the Respondent is attending a nursing program, she shall provide a copy of the Consent Order to the Program Director. Respondent shall cause the Program Director to write to the Board, on school letterhead, acknowledging receipt of the Consent Order and

ability of the program to comply with the conditions in the Consent Order during clinical experience.

Respondent shall sign a consent, upon request of the Board, to authorize her employer to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period the Consent Order is in effect.

(15) Practice Under Supervision.

Respondent shall practice only in a setting where she has on-site supervision for the entire shift by a registered nurse in good standing with the Vermont Board of Nursing. "On site supervision" means actual presence in the building and should not be construed to include "on-call" supervision.

(16) Types of Employment Prohibited.

Respondent shall not work for a nurse registry, travelling nurse agency, float-pool, home health care agency, temporary nursing employment agency, or as a personal care provider during the effective period of this Consent Order.

(17) License Renewal.

In the event Respondent's license is scheduled to expire during the period this Consent Order is in effect, Respondent shall apply for renewal of the license, pay the applicable fee, and otherwise maintain qualifications to practice nursing in the State of Vermont.

(18) Release of Information Forms.

Upon the establishment of all practitioner/patient relationships with (1) treating professionals for substance abuse treatment, and with (2) treating professionals who prescribe any medication to Respondent, Respondent shall execute all release of information forms which are necessary to authorize those practitioners to release information described in this Consent Order to the Board of Nursing, its investigators, and the Attorney General's Office. All information disclosed to the Board shall be made available to its investigators and the Attorney General's Office. Respondent shall specifically execute a consent to disclosure form which meets the requirements of 42 C.F.R. §2.31 to permit disclosure of all information regarding respondent's substance abuse treatment to the Nursing Board, its investigators, and the Attorney General's Office. Any revocation by respondent of such a consent to disclosure during the term of this Consent Order shall be considered a violation of this Consent Order.

Costs.

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

Violation of the Consent Order.

If Respondent violates the terms of this Consent Order in any respect, the Board, after giving Respondent notice and an opportunity to be heard, may revoke the terms of the conditional license and take further disciplinary action. If a complaint or charges are filed against Respondent during the term of this Consent Order, the conditional license period shall be extended until the matter is final.

Reevaluation of Conditions.

In the event Respondent does not work in nursing within three (3) years of the date of entry of this Consent Order, Respondent may appear before the Board for reevaluation of the conditions of this Consent Order.

Completion of Conditional License Period.

Upon completion of the conditional license period, Respondent may petition the Board to remove any and all conditions on her license and after formal review by the Board, Respondent's nursing license may be fully restored by appropriate Board action. Respondent, however, must present proof of successful substance abuse rehabilitation and demonstrate, to the satisfaction of the Nursing Board, that she poses no danger to the practice of nursing and that she can safely and competently perform the duties of a nurse. Such proof shall include appropriate support from her treating professional, employer and/or nursing school administrator. Furthermore, Respondent shall demonstrate, to the Board's satisfaction, that she fully complied with all the terms of this Consent Order.

C. Notwithstanding any provision above, Respondent must meet all Nursing Board requirements for license renewal and license reinstatement.

D. 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).

E. 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.

STATE OF VERMONT

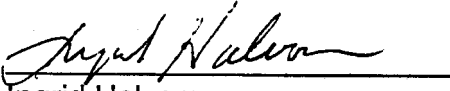
WILLIAM H. SORRELL
ATTORNEY GENERAL

Dated: 1/17/02

by: 
George C. Haegle IV
Assistant Attorney General

RESPONDENT

Dated: 1/15/02

by: 
Ingrid Halvorsen

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 2-11-02

by: 
Chairperson

Date of entry: 2/12/02

Office of the
ATTORNEY
GENERAL
109 State Street
Montpelier, VT
05609

STATE OF VERMONT
BOARD OF NURSING

IN RE:)
Ingrid Halvorsen) Case File No. NU54-0497
License No. 26-21160)

FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER

Introduction

The Vermont State Board of Nursing ("the Board") held a hearing in this case on Monday, March 8, 1999, at 133 State Street in Montpelier, Vermont. Board members Susan Farrell, Sue Cota, Louise Hamilton, Marjorie Allard, Diane Dowgiewicz, Louise Lamphere, Lynda Connaughton and Raymond Phillips participated in the decision. Alan Rome, Special Counsel, appeared for the State. Respondent Ingrid Halvorsen appeared on her own behalf.

Findings of Fact

1. Ingrid Halvorsen ("Respondent") is a registered nurse who holds license number 26-21160 issued by the State of Vermont.
2. Respondent admits that she has a long-standing problem with alcohol abuse.
3. On her 1997 renewal application, the Respondent attached a letter of explanation self-disclosing her condition.
4. Respondent's alcohol abuse problems led to an increase in absenteeism at her places of employment when she was binge drinking.
5. Because of her drinking, the Respondent took medical leave from her employment with the South Burlington Correctional Center in early 1997 and never returned to work there.
6. Respondent moved to Bennington and entered into counseling with James Donovan, MA CAC in early 1997.
7. Respondent also began attending weekly co-dependency group meetings and Alcoholics Anonymous meetings on a regular basis, in addition to individual therapy with

Mr. Donovan.

8. Respondent had relapses in September 1997 and February 1998.
9. These relapses led to absenteeism from her job at the Vermont Veteran's Home in Bennington and resulted in her termination from that job.
10. Respondent stopped seeing counselor James Donovan in April 1998 and began seeing Grace Becker Wilson, MSW in May 1998. Ms. Becker Wilson is also a certified Alcohol and Drug Abuse Counselor. Respondent has continued weekly counselling sessions with Ms. Becker Wilson since that time.
11. Respondent continues to attend AA meetings on a regular basis; one or two times per week.
12. Respondent has been taking the prescription drug Wellbutrin since June 1998. The Respondent and her counselor Ms. Becker Wilson believe it has reduced her craving for alcohol.
13. Respondent has been abstinent from alcohol since May 1998.
14. There is no evidence of the Respondent having practiced nursing while under the influence of alcohol or incompetence to practice as a nursing professional.
15. There is no evidence of Respondent having abused substances other than alcohol.

Conclusions of Law

Pursuant to 3 V.S.A. § 129 and 26 V.S.A. § 1574, the Board of Nursing may revoke, suspend, discipline or otherwise condition the license of a nurse who engages in unprofessional conduct as defined by 26 V.S.A. §1582, upon due notice and an opportunity for a hearing.

Respondent, pursuant to the findings of fact listed above, has engaged in conduct constituting habitual intemperance in violation of 26 V.S.A. §1582(a)(5).

ORDER

A. Based upon the above findings of fact and conclusions of law, the Nursing Board hereby **CONDITIONS** the Respondent's license for **THREE (3) YEARS** commencing with the date of entry of this Order. The **CONDITIONS** on Respondent's license are as follows:

Received
3/26/09

(1) Length of Time Conditions Imposed.

The conditions shall remain in place until Respondent has completed three (3) years 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 (40) hours every two (2) weeks shall be credited on a prorated basis.

(2) Completion of Counseling and Treatment Plan.

Respondent shall enter into and continue counseling with a treating professional approved by the Board until the treating professional determines that such counseling is no longer necessary. Respondent shall comply with a treatment plan approved by the Board.

(3) Approval of Changes of Treating Professional.

Respondent shall obtain prior approval from the Board of all changes of treating professional. Failure to obtain prior approval of a change of treating professional may be grounds for a charge of violation of this Order.

(4) Substance Abuse Therapy and Notification to Treating Professional.

Respondent shall provide a copy of this Order to her treating professional and cause her treating professional to inform the Board, in writing and on professional letterhead, of receipt of the Order and the treating professional's ability to comply with the conditions related to treatment and with all other terms of this Order.

(5) Reports from Treating Professional.

Respondent shall authorize and cause her treating professional to submit to the Board evidence of satisfactory progress with the treatment plan during the effective period of this Order. These reports shall be submitted in writing on forms issued by the Board and shall be accompanied by a cover letter on the treating professional's letterhead. The first report is due commencing the month after the date of entry of this Order and subsequent reports are due every month thereafter.

Respondent shall authorize her treating professional to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period this Order is in effect.

(6) Random Drug Testing.

Respondent shall submit to random drug and alcohol screening at the request of the Board. Respondent shall ensure that her treating professional or employer or both shall administer random alcohol or drug tests as required by the Board or its designee. All

screens shall be negative except for drugs prescribed for her under the care of a physician, dentist, or nurse practitioner. (See paragraph (8) Drug Use Exception.)

(7) Abstinence from Alcohol or Drug Use.

Respondent shall abstain completely from the consumption of alcohol or the use or possession of any drugs with the exception of prescribed medications as outlined in paragraph (8).

(8) Drug Use Exception.

Respondent may take medications lawfully prescribed for a bona fide illness or condition by a physician, dentist, or nurse practitioner whose identity shall be made known to the Board in writing by Respondent within forty-eight (48) hours of the establishment of the practitioner/patient relationship. Respondent shall ensure that the physician, dentist, or nurse practitioner informs the Board, in writing and on appropriate letterhead, of knowledge of Respondent's dependency within one (1) week of entering into the practitioner/patient relationship. Respondent shall inform the Board in writing of all medications prescribed, including the name of the prescribing practitioner, within forty-eight (48) hours of receiving the prescription. The Board or its designee may request at any time that the practitioner document the continued need for prescribed medications. Respondent shall keep a written record of medications taken, including over-the-counter drugs, and produce such record upon the request of the Board or its designee.

(9) Participation in Support Group.

Respondent shall participate, at least weekly, or as recommended by the treating professional, in Alcoholics Anonymous or a similar support group.

(10) Interview With the Board or Its Designee.

Respondent shall appear in person for interviews with the Board or its designee upon request.

(11) Re-Issue of License.

Within five (5) days of the date of entry of this order, the Respondent shall submit her license to the Nursing Board for a re-issued license labelled "conditioned."

(12) Out-of-State Practice/Residence.

Before any out-of-state practice or residence can be credited toward fulfillment of these terms and conditions, Respondent shall first obtain approval from the Board. If Respondent fails to receive such approval, none of the time spent out-of-state will be credited

toward fulfillment of the terms and conditions of this Order. The Board will approve out-of-state practice so long as the Respondent can still comply with the provisions of this Order.

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

Within five (5) days of the date of entry of this Order, Respondent shall notify the Board, in writing, of her current place of nursing employment, personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in nursing employment, personal address, or telephone number.

(14) Notification to Employers/Nursing School.

Respondent shall provide a copy of this Order to all employers in any current or future setting in which she practices in nursing and shall inform them of the conditional license status. Within ten (10) days of the date of entry of this Order or of any subsequent employment, Respondent shall cause her immediate nursing supervisor to write to the Board, on the employer's letterhead, acknowledging receipt of the Order and the ability to comply with the conditions in the Order. In the event Respondent is attending a nursing program, she shall provide a copy of the Order to the Program Director. Respondent shall cause the Program Director to write to the Board, on school letterhead, acknowledging receipt of the Order and ability of the program to comply with the conditions in the Order during clinical experience.

(15) Reports from Employers/Nursing School.

Within one (1) month of the date of entry of this Order and every month thereafter, Respondent shall cause every nursing-related employer she has worked for during the month to submit to the Board an evaluation of Respondent's performance and attendance during that month. In the event Respondent attends nursing school, she shall cause the Program Director to submit to the Board, on a monthly basis, a written evaluation of her performance and attendance. Respondent shall authorize her employer and her nursing school administrator to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period the Order is in effect.

(16) Practice Under Supervision.

Respondent shall practice only in a setting where she has on-site supervision for the entire shift by a registered nurse in good standing with the Vermont Board of Nursing. "On-site" supervision means actual presence in the building and should not be construed to include "on-call" supervision.

(17) Types of Employment Prohibited.

Respondent shall not work for a nurse registry, traveling nurse agency, float-pool,

home health care agency, temporary nursing employment agency, or as a personal care provider during the effective period of this Order.

(18) License Renewal.

In the event Respondent's license is scheduled to expire during the period this Order is in effect, she shall apply for renewal of the license, pay the applicable fee, and otherwise maintain qualifications to practice nursing in the State of Vermont.

(19) Release of Information Forms.

Upon the establishment of all practitioner/patient relationships with (1) treating professionals for substance abuse treatment; and with (2) treating professionals who prescribe any medication to her, Respondent shall execute all release of information forms which are necessary to authorize those practitioners to release information described in this Order to the Board of Nursing, its investigators, and the Attorney General's Office. All information disclosed to the Board shall be made available to its investigators and the Attorney General's Office. Respondent shall specifically execute a consent to disclosure form which meets the requirements of 42 C.F.R. § 2.31 to permit disclosure of all information regarding her substance abuse treatment to the Nursing Board, its investigators, and the Attorney General's Office. Any revocation by Respondent of such a consent to disclosure during the term of this Order shall be considered a violation of this Order.

(20) Costs.

Respondent shall bear all costs of complying with this Order.

(21) Violation of the Order.

If Respondent violates the terms of this Order in any respect, the Board, after giving notice and an opportunity to be heard, may revoke the terms of the conditional license and take further disciplinary action. If a complaint or charges are filed against Respondent during the term of this Order, the conditional license period shall be extended until the matter is final.

(22) Re-Evaluation of Conditions.

In the event Respondent does not work in nursing within two (2) years of the date of entry of this Order, she may appear before the Board for re-evaluation of the conditions of this Order.

(23) Completion of Conditional License Period.

Upon completion of the conditional license period, Respondent may petition the Board

to remove any and all conditions on her license and, after formal review by the Board, Respondent's nursing license may be fully restored by appropriate Board action. Respondent, however, must present proof of successful substance abuse rehabilitation and demonstrate, to the satisfaction of the Nursing Board, that she poses no danger to the practice of nursing and that she can safely and competently perform the duties of a licensed nurse. Such proof shall include appropriate support from the treating professional and employer or nursing school administrator. Furthermore, Respondent shall demonstrate, to the Board's satisfaction, full compliance with all the terms of this Order.

B. Notwithstanding any provision above, Respondent must meet all Nursing Board requirements for license renewal and license reinstatement.

C. This Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. § 129(a)(7).

D. This Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

APPEAL RIGHTS

This is a final administrative determination by the Vermont State Board of Nursing. You may appeal by sending a notice of appeal in writing to the Director of the Office of Professional Regulation within 30 days of the date of entry of this order. If you wish to request a stay of the Board's decision, please refer to the attached stay instructions.

By: Marjorie Allard R.N.
Marjorie Allard, R.N.
Chair

Date: Mar. 12, 1999

OFFICE OF PROFESSIONAL REGULATION

Date of entry: 3-18-99

STATE OF VERMONT
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING

In re:	)	
Ingrid Halvorsen	)	Docket No.: NU54-0497
License No: 026-21160	)	
	)	

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, through Attorney General William H. Sorrell,
and Respondent Ingrid Halvorsen who stipulate and agree as follows:

1. The Board of Nursing has jurisdiction to investigate complaints of unprofessional conduct and approve consent orders pursuant to 3 V.S.A. §§129 and 129a, and 26 V.S.A. §§1574 and 1582.

2. Respondent Ingrid Halvorsen of Bennington, Vermont is a licensed Registered Nurse holding license number 026-0021160 issued by the State of Vermont.

3. Respondent's license is conditioned on Respondent meeting the requirements of the Board's prior March 12, 1999 Findings of Fact, Conclusions of Law and Order (hereinafter "March 12, 1999 Order").

4. Respondent was employed at McClellan Health System in Cambridge, New York at all times relevant.

5. The March 12, 1999 Order required Respondent to completely abstain from alcohol unless the use was a listed exception. (See Condition 7 and 8 of the

March 12, 1999 Order.)

6. On or about January 11, 2000 Respondent violated the March 12, 1999 Order by consuming alcohol that did not fall under a specified exception.

7. Respondent did contact the appropriate persons and/or their designees following her relapse.

8. Respondent did not go to work under the influence of alcohol.

9. Respondent admits the conclusions of unprofessional conduct as set forth below in the Board's Order

10. 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.

11. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.

12. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.

13. Respondent voluntarily enters this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.

14. Respondent voluntarily waives her right to a contested hearing before the Board of Nursing.

15. 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.

16. 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:

A. By engaging in the acts, omissions and/or circumstances described in paragraphs 3 through 7 above, the Board concludes that Respondent acted unprofessionally pursuant to, and in violation of, 26 V.S.A. §1582(a)(5)(is habitually intemperate)

B. The Board hereby **CONDITIONS** Respondent's license to practice nursing for a minimum period of three (3) years. The **CONDITIONS** on Respondent's license would be as follows:

(1) 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 three (3) years 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. Respondent shall be prohibited from working more than forty-eight (48) hours per week. Respondent's license is additionally conditioned as follows.

Completion of Counseling and Treatment Plan.

Respondent shall enter into and continue counseling with the treating professional approved by the Board until the treating professional shall certify in writing to the Nursing Board that such counseling is no longer necessary. Respondent shall enter into and comply with the treatment plan approved by the Board and/or the Board's designee and the treating professional.

(3) Substance Abuse Therapy and Notification to Treating Professional.

Respondent shall provide a copy of this Stipulation and Consent Order to her treating professional and cause her treating professional to inform the Board, in writing and on professional letterhead, of receipt of the Stipulation and Consent Order and the treating professional's ability to comply with the conditions related to treatment and with all other terms of this Consent Order.

(4) Reports from Treating Professional.

Respondent shall authorize and cause her treating professional to submit to the Board evidence of satisfactory progress with the treatment plan during the effective period of this Consent Order. These reports shall be submitted in writing on forms issued by the Board and shall be accompanied by a cover letter on the treating professional's letterhead. The first report is due commencing the month after the date of entry of this Consent Order and subsequent reports are due every month thereafter.

Respondent shall authorize her treating professional to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period this Consent Order is in effect.

(5) Participation in Support Group.

Respondent shall participate, at least weekly, or as recommended by her treating professional, in Alcoholics Anonymous or a similar support group.

(6) Random Alcohol/Drug Testing.

Respondent shall submit to random alcohol and drug screening at the request of the Board. Respondent shall ensure that her treating professional or employer or both shall administer random alcohol or drug tests as required by the Board or its designee. All testing shall be done on a random, unannounced basis, and analyzed by a lab qualified to analyze samples for forensic purposes. All screens shall be negative except for drugs prescribed for her under the care of a physician, dentist, or nurse practitioner. (See paragraph 8 Drug Use Exception.)

(7) Abstain from Alcohol or Drug Use.

Respondent shall abstain completely from the consumption of alcohol or the use or possession of any drugs with the exception of prescribed medications as outlined in paragraph 8 for the period of time described in paragraph 1.

(8) Drug Use Exception.

Respondent may take medications lawfully prescribed for a bona fide illness or condition by a physician, dentist, or nurse practitioner whose identity shall be made known to the Board in writing by Respondent within forty-eight (48) hours of the establishment of the practitioner/patient relationship. Respondent

shall ensure that the physician, dentist or nurse practitioner informs the Board, in writing and on appropriate letterhead, of knowledge of Respondent's alcohol dependency within one (1) week of entering into the practitioner/patient relationship. Respondent shall inform the Board in writing of all medications prescribed, including the name of the prescribing practitioner, within forty-eight (48) hours of receiving the prescription. The Board or its designee may request at any time that the practitioner document the continued need for prescribed medications. Respondent shall keep a written record of medications taken, including over the counter drugs, and produce such record upon the request of the Board or its designee.

(9) Interview with the Board or its designee.

Respondent shall appear in person for interviews with the Board or its designee upon request.

(10) Re-issue of License.

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

(11) Out of State Practice/Residence.

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

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

Within five (5) days of the date of entry of this Consent Order, Respondent shall notify the Board, in writing, of her current place of nursing employment, personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in nursing employment, personal address, or telephone number. Respondent shall provide a copy of this Consent Order to all employers, current and future, and shall inform them of the conditional status of her license.

(13) Notification to Employers.

Respondent shall provide a copy of this Stipulation and Consent Order to all employers in any current or future setting in which she practices as a nurse and inform them of her conditional license status. Within ten (10) days of the date of entry of this Consent Order or of any subsequent employment, Respondent shall cause her immediate supervisor to write to the Board, on the employer's letterhead, acknowledging receipt of the Stipulation and Consent Order and the ability to comply with the conditions in the Consent Order.

(14) Reports from Employers.

Within one (1) month of the date of entry of this Consent Order and every month thereafter, Respondent shall cause every employer she has worked for during the month to submit to the Board an evaluation of Respondent's performance and attendance during that month. This report shall be submitted in writing on forms issued by the Board. In the event Respondent is not employed in nursing during any month or portion thereof, Respondent shall submit to the Board,

in writing, a self-report describing other employment or activities. In the event the Respondent is attending a nursing program, she shall provide a copy of the Consent Order to the Program Director. Respondent shall cause the Program Director to write to the Board, on school letterhead, acknowledging receipt of the Consent Order and ability of the program to comply with the conditions in the Consent Order during clinical experience.

Respondent shall sign a consent, upon request of the Board, to authorize her employer to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period the Consent Order is in effect.

(15) Practice Under Supervision.

Respondent shall practice only in a setting where she has on-site supervision for the entire shift by a registered nurse in good standing with the Vermont Board of Nursing. "On site supervision" means actual presence in the building and should not be construed to include "on-call" supervision.

(16) Types of Employment Prohibited.

Respondent shall not work for a nurse registry, travelling nurse agency, float-pool, home health care agency, temporary nursing employment agency, or as a personal care provider during the effective period of this Consent Order.

(17) License Renewal.

In the event Respondent's license is scheduled to expire during the period this Consent Order is in effect, Respondent shall apply for renewal

of the license, pay the applicable fee, and otherwise maintain qualifications to practice nursing in the State of Vermont.

(18) Release of Information Forms.

Upon the establishment of all practitioner/patient relationships with (1) treating professionals for substance abuse treatment, and with (2) treating professionals who prescribe any medication to Respondent, Respondent shall execute all release of information forms which are necessary to authorize those practitioners to release information described in this Consent Order to the Board of Nursing, its investigators, and the Attorney General's Office. All information disclosed to the Board shall be made available to its investigators and the Attorney General's Office. Respondent shall specifically execute a consent to disclosure form which meets the requirements of 42 C.F.R. §2.31 to permit disclosure of all information regarding respondent's substance abuse treatment to the Nursing Board, its investigators, and the Attorney General's Office. Any revocation by respondent of such a consent to disclosure during the term of this Consent Order shall be considered a violation of this Consent Order.

(19) Costs.

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

(20) Violation of the Consent Order.

If Respondent violates the terms of this Consent Order in any respect, the Board, after giving Respondent notice and an opportunity to be heard, may revoke the terms of the conditional license and take further disciplinary action.

If a complaint or charges are filed against Respondent during the term of this Consent Order, the conditional license period shall be extended until the matter is final.

(21) Reevaluation of Conditions.

In the event Respondent does not work in nursing within three (3) years of the date of entry of this Consent Order, Respondent may appear before the Board for reevaluation of the conditions of this Consent Order.

(22) Completion of Conditional License Period.

Upon completion of the conditional license period, Respondent may petition the Board to remove any and all conditions on her license and after formal review by the Board, Respondent's nursing license may be fully restored by appropriate Board action. Respondent, however, must present proof of successful substance abuse rehabilitation and demonstrate, to the satisfaction of the Nursing Board, that she poses no danger to the practice of nursing and that she can safely and competently perform the duties of a nurse. Such proof shall include appropriate support from her treating professional, employer and/or nursing school administrator. Furthermore, Respondent shall demonstrate, to the Board's satisfaction, that she fully complied with all the terms of this Consent Order.

C. Notwithstanding any provision above, Respondent must meet all Nursing Board requirements for license renewal and license reinstatement.

D. 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)(8).

E. 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.

STATE OF VERMONT

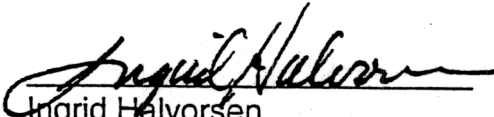
WILLIAM H. SORRELL
ATTORNEY GENERAL

Dated: 3/6/00

by: 
George C. Haegle IV
Assistant Attorney General

RESPONDENT

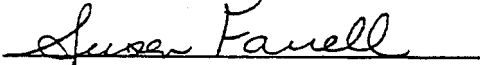
Dated: 3/6/00

by: 
Ingrid Halvorsen

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: March 13, 2000

by: 
Chairperson

Date of entry: 3-16-00

Office of the
ATTORNEY
GENERAL
109 State Street
Montpelier, VT
05609