

# WISCONSIN DEPARTMENT OF REGULATION & LICENSING



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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF THE DISCIPLINARY :  
PROCEEDINGS AGAINST :  
 : FINAL DECISION AND ORDER  
PAMELA C. ENNIS, : LS0711088NUR  
RESPONDENT. :

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[Division of Enforcement Case # 06 NUR 050]

The parties to this action for the purposes of Wis. Stat. § 227.53 are:

Pamela C. Ennis  
1173 Madison Street  
Eau Claire, WI 54703

Division of Enforcement  
Department of Regulation and Licensing  
1400 East Washington Avenue  
P.O. Box 8935  
Madison, WI 53708-8935

Wisconsin Board of Nursing  
Department of Regulation and Licensing  
1400 East Washington Avenue  
P.O. Box 8935  
Madison, WI 53708-8935

PROCEDURAL HISTORY

The parties in this matter agree to the terms and conditions of the attached Stipulation as the final decision of this matter, subject to the approval of the Board of Nursing. The Board has reviewed this Stipulation and considers it acceptable.

Accordingly, the Board adopts the attached Stipulation and makes the following:

FINDINGS OF FACT

1. Pamela C. Ennis, Respondent, date of birth September 17, 1957, was licensed by the Wisconsin Board of Nursing as a licensed practical nurse in the state of Wisconsin pursuant to license number 26552, which was first granted December 2, 1983.
2. Respondent elected not to renew her license as a licensed practical nurse when it expired on April 30, 2007 but could renew it pursuant to Wis. Stat. § 440.08(3)(a) by paying the required fees.
3. Respondent's last address reported to the Department of Regulation and Licensing is 1173 Madison Street, Eau Claire, WI 54703.
4. Respondent was employed as a licensed practical nurse at Fall Creek Valley Care Center, a nursing home in Fall Creek, Wisconsin.
5. On January 23 and 29, 2006, Respondent was the nurse responsible for the medication pass on her unit. Respondent recorded in resident records that she had given residents several medications, but Respondent failed to dispense the medications which other staff found in the cassettes in the medication room.
6. On January 31, 2006 at the end of Respondent's shift, the Director of Nursing (DON) met with Respondent and discussed the medication errors. Respondent accepted responsibility for the errors and stated she would make every

effort to prevent recurrence. Following the meeting:

- a. Respondent went to the medication room to see if she had missed giving any medications that day.
- b. She discovered she had missed giving the medications for a resident who had been moved to a different unit and that she had missed the medications for another patient.
- c. She removed the medications from the cassettes and placed them in her pocket with the intention of discarding them.
- d. She was observed doing this and admitted her intentions to the DON. Her employment was terminated the next day.

#### CONCLUSIONS OF LAW

1. The Wisconsin Board of Nursing has jurisdiction over this matter pursuant to Wis. Stat. § 441.07 and has authority to enter into this stipulated resolution of this matter pursuant to Wis. Stat. § 227.44(5).

2. Respondent, by engaging in the conduct set out above, has violated the minimum standards of the profession necessary for the protection of the health, safety, or welfare of a patient or the public, which is unprofessional conduct as defined by Wis. Adm. Code § N 7.04(intro) and which subjects Respondent to discipline pursuant to Wis. Stat. § 441.07(1)(d).

#### ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED:

1. Respondent, Pamela C. Ennis, is hereby REPRIMANDED for the above conduct.
2. Respondent shall not be permitted to renew her license until she has provided proof sufficient to the Board or its designee that Respondent has:
  - a. Completed a total of six (6) hours of continuing education in the following areas: three (3) hours in nursing ethics and three (3) hours in documentation/charting, which course(s) shall first be approved by the Board, or its designee.
  - b. Paid to the Department of Regulation and Licensing costs of this proceeding in the amount of \$325.00, pursuant to Wis. Stat. § 440.22(2).
3. All payments, requests and evidence of completion of the education required by this Order shall be mailed, faxed or delivered to:

Department Monitor  
Department of Regulation and Licensing  
Division of Enforcement  
1400 East Washington Avenue  
P.O. Box 8935  
Madison, WI 53708-8935  
Fax (608) 266-2264  
Telephone (608) 267-3817

4. This Order is effective on the date of its signing.

Wisconsin Board of Nursing

By: Marilyn Kaufmann  
A Member of the Board

11/8/07  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF THE DISCIPLINARY :  
PROCEEDINGS AGAINST :  
 :  
 : STIPULATION  
PAMELA C. ENNIS, : LS \_\_\_\_\_ NUR  
RESPONDENT. :

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[Division of Enforcement Case # 06 NUR 050]

It is hereby stipulated and agreed, by and between Pamela C. Ennis, Respondent; and John R. Zwieg, attorney for the Complainant, Department of Regulation and Licensing, Division of Enforcement, as follows:

1. This Stipulation is entered into as a result of a pending investigation of Respondent's licensure by the Division of Enforcement (file 06 NUR 050). Respondent consents to the resolution of this investigation by stipulation and without the issuance of a formal complaint.

2. Respondent understands that by signing this Stipulation, she voluntarily and knowingly waives her rights, including the right to a hearing on the allegations against her, at which time the state has the burden of proving those allegations by a preponderance of the evidence; the right to confront and cross-examine the witnesses against her; the right to call witnesses on her behalf and to compel their attendance by subpoena; the right to testify herself; the right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision; the right to petition for rehearing; and all other applicable rights afforded to her under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and any other provisions of state or federal law.

3. Respondent has been provided an opportunity to obtain advice of legal counsel prior to signing this Stipulation.

4. Respondent agrees to the adoption of the attached Final Decision and Order by the Board. The parties to the Stipulation consent to the entry of the attached Final Decision and Order without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's Order, if adopted in the form as attached.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall be returned to the Division of Enforcement for further proceedings. In the event that this Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution.

6. The parties to this Stipulation agree that the attorney or other agent for the Division of Enforcement and any member of the Board ever assigned as a case advisor in this investigation may appear before the Board in open or closed session, without the presence of the Respondent or her attorney, if any, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with the Board's deliberations on the Stipulation. Additionally, any such case advisor may vote on whether the Board should accept this Stipulation and issue the attached Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be published in accordance with standard Department procedure.

8. The Division of Enforcement joins Respondent in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.

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Pamela C. Ennis  
Respondent

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Date

1173 Madison Street  
Eau Claire, WI 54703

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John R. Zwieg  
Attorney for Complainant  
Division of Enforcement  
Department of Regulation and Licensing  
P.O. Box 8935  
Madison, WI 53708-8935

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Date