

WISCONSIN DEPARTMENT OF REGULATION & LICENSING



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STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF THE DISCIPLINARY :
PROCEEDINGS AGAINST :
 : FINAL DECISION AND ORDER
NORA MAY PLYM, R.N., : LS08100210NUR
RESPONDENT :

06 NUR 457

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

Nora May Plym, R.N.
N2184 Krause Rd.
Marinette, WI 54143

Wisconsin Board of Nursing
P. O. Box 8935
Madison, WI 53708-8935

Department of Regulation and Licensing
Division of Enforcement
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 the attached Stipulation and considers it acceptable.

Accordingly the Board in this matter adopts the attached Stipulation and makes the following:

FINDINGS OF FACT

1. Nora May Plym, R.N., was born October 11, 1960, and is duly licensed as a professional nurse in the State of Wisconsin license # 88117, which was originally granted on August 21, 1984.
2. Respondent's most recent address on file with the Department of Regulation and Licensing is N2184 Krause Road, Marinette, Wisconsin 54143.
3. On November 19, 2006, Respondent was a professional nurse working as an ICU nurse at Bay Area Medical Center in Marinette, Wisconsin.
4. On November 19, 2006, Respondent was caring for an elderly patient whose family had requested all measures except CPR, mechanical ventilation and dialysis.
5. Respondent reduced the rate of the patient's pacemaker from 50 BPM down to a rate of 30 BPM without a physician's order to do so.
6. Respondent did not consult the patient, did not inform the physician that she had turned down the patient's pacemaker, and did not document this action in the patient's medical records.
7. Respondent turned down the patient's pacemaker because she thought that the uncaptured pacer spikes shown on the patient monitor would be emotionally distressing to the patient's family. Respondent had previously explained that the white lines shown on the patient monitor without a QRS meant that the heart muscle was too weak to keep beating.

CONCLUSIONS OF LAW

1. The Wisconsin Board of Nursing has jurisdiction to act in this matter, pursuant to Wis. Stats sec. 441.07, and is authorized to enter into the attached Stipulation and Order, pursuant to Wis. Stats sec. 227.44(5).

2. Respondent's actions of adjusting the patient's pacemaker without a physician's order, and without the informed consent of the patient, for the benefit of a person other than the patient, and in failing to document her actions as described in paragraphs 4 through 6, above, was unprofessional conduct contrary to Wis. Stats sec. 441.07(1)(d), Wis. Adm. Code secs. N 7.03(1)(b), and Wis. Adm. Code sec. N 7.04(5)

ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED that the attached Stipulation is accepted.

IT IS FURTHER ORDERED, effective on the date of this Order:

1. Nora May Plym, R.N.'s license to practice professional nursing in the State of Wisconsin is **SUSPENDED** until Respondent satisfactorily completes the continuing education required by paragraph 2 of this Order.

a. The Suspension is **STAYED**, effectively immediately, upon presentation of satisfactory evidence of completion of at least one-half of the continuing education required by paragraph 2 of this Order. During the period of the **STAYED SUSPENSION**, Respondent shall comply with the requirements of the **LIMITED** license imposed pursuant to paragraph 4 of this Order.

b. The stay of suspension shall be lifted without further proceedings if Respondent fails to complete the continuing education required by this Order within six months of the date of this Order, or if Respondent fails to comply with the conditions of the **LIMITED** license imposed by paragraph 4 of this Order.

2. Respondent shall, within six months from the date of this Order, successfully complete a minimum of six (6) hours of continuing education in the area of end of life care, and a minimum of six (6) hours of continuing education in the area of communications with a team, and a minimum of six (6) hours of continuing education in the legal responsibilities of a professional nurse.

a. It shall be Respondent's obligation to find courses acceptable to the Board of Nursing, and to obtain approval of the courses from the Board of Nursing or its designee before she takes the courses. Respondent shall be responsible for all costs associated with complying with this Order. Respondent shall send a Certificate of Completion for each continuing education program to the Department Monitor upon successful completion of each continuing education program.

3. For purposes of this Order, the Board's designee is the Department Monitor. Any requests, petitions, reports and other information required by this Order shall be mailed, faxed or delivered to:

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

4. For an indefinite period of not less than two years (24 months) following the end of Respondent's suspension, Respondent's license shall be **LIMITED** by the condition that her employer shall provide quarterly work reports to the Department Monitor. Respondent may petition the Board to lift the limitation after the submission of the eighth satisfactory work report following her completion of the continuing education requirement of this Order.

5. Respondent shall, within 180 days from the date of this Order, pay **COSTS** of this proceeding in the amount of **FIVE HUNDRED FIFTY DOLLARS (\$550.00)** dollars. Payment shall be made payable to the Wisconsin Department of

Regulation and Licensing, and mailed to:

Department Monitor
Division of Enforcement
Department of Regulation and Licensing
P.O. Box 8935
Madison, WI 53708-8935
Telephone (608) 267-3817
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6. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order. In the event Respondent fails to timely pay costs as ordered or fails to comply with the ordered continuing education, or her employer fails to file a quarterly work report pursuant to paragraph 4 of this Order, then Respondent's license (# 88117) SHALL BE SUSPENDED, without further notice or hearing, until Respondent has complied with the terms of this Order.

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

Wisconsin Board of Nursing

Marilyn Kaufmann
A Member of the Board

10/02/2008
Date