

WISCONSIN DEPARTMENT OF REGULATION & LICENSING



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STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF	:	
DISCIPLINARY PROCEEDINGS AGAINST	:	
PAULA M. NOVAK, R.N.,	:	FINAL DECISION AND ORDER
RESPONDENT.	:	<u>ORDER 0000078</u>
	:	

Division of Enforcement Case # 07 NUR 046

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

Paula M. Novak, R.N.
530 S. St. Augustine St.
Pulaski, WI 54162

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

Board of Nursing
Department of Regulation & 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 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. Paula M. Novak, R.N., (DOB 04/11/1955) is duly licensed as a registered nurse in the State of Wisconsin (license # 30-97783). This license was first granted on September 4, 1987.

2. Respondent's most recent address on file with the Wisconsin Board of Nursing is 530 S. St. Augustine St., Pulaski, WI 54162.

3. On June 20, 2006, Respondent signed out three 100 mcg vials of Fentanyl. She documented administering one, and wasting one. Respondent states that she left the third by a patient's bedside, and it was lost. Respondent was drug tested, with negative results.

4. In or about June of 2006, Respondent removed a catheter and vaginal packing on a post-surgery patient, without an order. Respondent states that she misunderstood another nurse and thought that there was an order.

5. In November of 2006, a page of orders was found in a patient chart. None of the orders were checked and there was no signature, but the dates and times of administration were noted on the page. Respondent states that she had filled out the dates and times of administration ahead of time, then forgot to complete the paperwork.

5. On December 21, 2006, Respondent reported that she had accidentally taken home a partial dose of Dilaudid the day before. Respondent brought the Dilaudid back in to the hospital, and administration wasted it.

6. On February 12, 2007, Respondent cared for her mother in Same Day Surgery. She did not make her supervisor aware that the patient was her mother.

7. On February 20, 2007, another nurse reported an incident wherein Respondent drew up Versed for that nurse's patient, and told that nurse that she was going to administer the Versed to the patient because "he needs to relax." There was no order for Versed. The other nurse intervened and the Versed was not given.

8. On April 23, 2007, Respondent over-counted the Morphine Sulphate, stating that there were 30 on hand, when in fact there were 23.

9. Since April of 2007, the employer has had no issues with Respondent's practice.

CONCLUSIONS OF LAW

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

2. The conduct described in paragraphs 3 - 8 above constitutes a violation of Wisconsin Administrative Code § N 7.03(1) and subjects Respondent to discipline pursuant to Wis. Stat. § 441.07(1)(d).

ORDER

1. Paula M. Novak, R.N. is REPRIMANDED.

2. The license of Paula M. Novak, R.N. to practice nursing in the State of Wisconsin, and her privilege to practice pursuant to the Multi-State Nursing Compact, is LIMITED as follows:

- (a) Respondent, at her own expense, shall complete 3 hours of pre-approved continuing education in record keeping, 3 hours of pre-approved continuing education in boundaries, 3 hours of pre-approved continuing education in ethics, and 3 hours of pre-approved continuing education in the proper handling and documentation of narcotics, within 180 days of the date of this Order. Respondent is responsible for finding the appropriate courses and submitting the course information to the Board for approval prior to taking the course and in sufficient time to obtain board approval within the 180 day time frame, taking into account the board's meeting schedule.
- (b) For a period of at least two (2) years from the date of this Order, Respondent shall arrange for quarterly reports from her nursing employer(s) reporting the terms and conditions of her employment and evaluating her work performance. These reports shall be submitted to the Department Monitor in the Department of Regulation and Licensing Division of Enforcement, at P.O. Box 8935, Madison, Wisconsin, 53708-8935.
- (c) For a period of at least two (2) years from the date of this Order, Respondent shall practice only in a work setting pre-approved by the Board or its designee. Respondent may not work in a home health care, hospice, pool nursing, or agency setting.
- (d) Respondent shall notify the Department Monitor of any change of nursing employment during the time in which the Order is in effect. Notification shall occur within fifteen (15) days of a change of employment and shall include an explanation of the reasons for the change.

3. Respondent shall, within ninety (90) days from the date of this Order, pay costs of this proceeding in the amount of Five Hundred Dollars (\$500.00). 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
Fax (608) 266-2264

4. 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 submit payment of costs as ordered, or fails to comply with the ordered continuing education as set forth above, the Respondent's license (#30-97783) may, in the discretion of the board or its designee, be SUSPENDED, without further notice or hearing, until Respondent has ~~complied with payment of the costs and/or completion of the continuing education.~~

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

Board of Nursing

By: Marilyn Kaufmann
A Member of the Board

2/25/10
Date