

## WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF	:	
DISCIPLINARY PROCEEDINGS AGAINST	:	
	:	FINAL DECISION AND ORDER
NANCY A. HALBROOK, L.P.N.,	:	
RESPONDENT.	:	<b>ORDER 0000983</b>

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Division of Enforcement Case No. 10NUR141

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

Nancy A. Halbrook, L.P.N.  
N3423 Lawson School Road  
Delavan, WI 53115

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. Nancy A. Halbrook, L.P.N., (DOB 02/24/1964) is duly licensed as a practical nurse in the State of Wisconsin (license No. 31-31659). This license was first granted on December 4, 1992.

2. Respondent's most recent address on file with the Wisconsin Board of Nursing is N3423 Lawson School Road, Delavan, WI 53115.

3. During the events of this matter, Respondent was employed as a practical nurse at Countryside Home in Jefferson, Wisconsin.

4. On March 22, 2010, the registered nurse on duty following Respondent's shift, discovered a discrepancy in the narcotics count left by Respondent. She discovered three discrepancies between two patients in which the narcotic count did not match the medication administration record ("MAR") for PRN Schedule II pain medications.

5. Respondent was interviewed by Countryside Home staff and she stated she had a lot of trouble with the computer system. Respondent said there are a lot of days where she signs out treatments, but the next day the treatments are not listed. Upon review of Respondent's records, several entries were missing times of administration because Respondent did not save the entries.

6. Countryside Home staff interviewed the two patients and both said they received all medications from Respondent and they have never had a problem receiving medications from Respondent.

7. In 2009, the Wisconsin Board of Nursing reprimanded Respondent and ordered her to take continuing education for erroneously administering a medication to a patient without reviewing the patient's MAR.

#### 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 above constitutes a violation of Wisconsin Administrative Code §§ N 7.03(1)(b) and (c), and subjects Respondent to discipline pursuant to Wis. Stat. § 441.07(1)(c).

#### ORDER

IT IS ORDERED, that the attached Stipulation is accepted.

IT IS FURTHER ORDERED that:

1. Respondent, Nancy A. Halbrook, L.P.N., is REPRIMANDED.

2. The license of Nancy A. Halbrook, L.P.N., to practice nursing in the state of Wisconsin, and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, are LIMITED as follows:

a. Respondent, at her own expense, shall complete six (6) hours of pre-approved continuing education in medication administration, within ninety (90) days of the date of this Order. Respondent is responsible for finding appropriate course 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 ninety (90) day time frame, taking into account the board's meeting schedule. Respondent shall provide proof of completion of the continuing education to the Department Monitor.

b. For a period of at least two (2) years from the date of this Order:

1. 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.
2. Respondent shall provide a copy of this Final Decision and Order immediately to supervisory personnel at all settings where Respondent works as a nurse or caregiver or provides health care, during the two-year period.
3. Respondent shall practice only under the direct supervision of a licensed nurse or other licensed health care professional approved by the Board or its designee.
4. Respondent's supervisor(s) shall provide written reports on Respondent's work performance to the Department Monitor on a quarterly basis, as directed by the Department Monitor. It shall be Respondent's responsibility to insure that the reports are made in a timely manner.
5. 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.
6. During the pendency of this Order and any subsequent related Orders, Respondent may not practice in another state pursuant to the Nurse Licensure Compact under the authority of a Wisconsin license, unless Respondent receives prior written authorization to do so from both the Wisconsin Board of Nursing and the regulatory board in the other state.

3. After two (2) years from the date of this Order, Respondent may petition the board for the modification or termination of the limitation. The Board may grant or deny the petition, in its discretion, or may modify this Order as it sees fit.

4. Respondent shall, within 90 days of the date of this Order, pay to the Department of Regulation and Licensing costs of this proceeding in the amount of Three Hundred Fifty Dollars (\$350.00), pursuant to Wis. Stat. § 440.22(2).

5. Any requests, petitions, reports, or payments shall be mailed, faxed or delivered to:

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

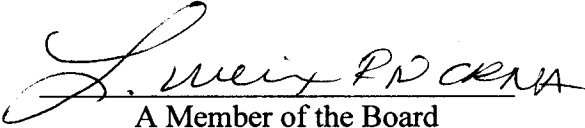
6. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order. In the event that Respondent fails to pay costs as ordered, Respondent's license 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 or completion of the continuing education.

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

Dated at Madison, Wisconsin this 21 day of July, 2011.

Board of Nursing

By:

  
A Member of the Board