

WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF THE : ORDER GRANTING MODIFICATION
DISCIPLINARY PROCEEDINGS AGAINST :
: :
NANCY A. OGDEN, R.N., : 0002660
RESPONDENT. :
:

TO: Nancy A. Ogden, R.N.
4033 60th St.
Kenosha, WI 53144

On October 10, 2013, the Wisconsin Board of Nursing ("Board") issued a Final Decision and Order ("Order") limiting Respondent's license with certain terms and conditions for an indefinite period.

On November 12, 2015, the Board considered Respondent's employer's (Society's Assets) request to modify the Order and "Limited License RN Personal Care Supervisor Job Description" to allow for providing in-home visits without direct RN supervision, working in an "on-call" rotation and increasing her work hours to 40 hours per week. Respondent supports this request for modification. Based upon the information of record, the Board finds and makes the following:

ORDER

1. Society's Assets' request to allow Respondent to engage in home visits without direct RN supervision, working in an "on-call" rotation and increasing Respondent's work hours to 40 hours per week is hereby GRANTED.
2. The "Limited License RN Personal Care Supervisor Job Description" is accepted as amended in Society's Assets' request. (Attached).
3. All other terms and conditions of the Order not otherwise modified remain in full force and effect.
4. This order is effective the date of its signing.

WISCONSIN BOARD OF NURSING

By: _____

A Member of the Board 

Date

11/23/15

SOCIETY'S ASSETS, INC.

Date: _____

HC JOB DESCRIPTION

RN PERSONAL CARE SUPERVISOR / LIMITED LICENSE / Nancy Ogden

Exempt Status: Professional Exemption

Qualifications:

The RN Limited License Personal Care Supervisor shall have the following qualifications:

1. Be licensed as a registered nurse in Wisconsin pursuant to S.441.06, state.
2. Have at least one year of supervisory or administrative experience in personal care services or in a related program.

Work Status:

RN Limited License Personal Care Supervisor will be classified as a part-time worker (35 to 40 hours per week); ~~and will work only under the direct supervision of an RN.~~

Essential Job Responsibilities:

1. Secure written orders from the recipient's physician. These orders are to be renewed once every three months unless the physician specifies that order covering a period of time up to one year are appropriate, or when the recipient's needs change, whichever occurs first.
2. Complete paperwork PCST's as directed by the Associate Director of Home Care.
3. ~~All Provide in-home visits. will be under direct supervision. A highly competent, skilled RN will be assigned to attend in person at every visit with the Limited Licensed RN to ensure successful completion of all services provided and directed by the limited licensed nurse were successfully completed. This will be verified by the attending RN signing and dating the visit documentation record(s) completed by the Limited Licensed RN Nurse. Limited License RN Nurse visits will include:~~
 - Evaluating the type of service needs (i.e. MA, Housekeeping, etc.) and make referrals to other services as appropriate.
 - Developing a plan of care for the recipient, giving full consideration to the recipient's preferences for service arrangements and choice of personal care workers, interpret the plan to the personal care worker, include a copy of the plan in the recipient's health record, and review the plan at least every (60) days or as per funding source requirements.
 - Give the worker written instructions about the services to be performed and demonstrate to the worker how to perform the services, when needed.
 - Evaluate the competency of the worker to perform the services as required.
4. Monitor visit records (timesheets) for personal care workers and instruct on their use, when needed.

~~5. RN Limited License Nurse may attend a visit without direct supervision, only if Limited Licensed nurse is performing functions outside of her RN duties (i.e.~~

HC JOB DESCRIPTION

RN PERSONAL CARE SUPERVISOR / LIMITED LICENSE / Nancy Ogden

~~covering for a Personal Care Worker's absence, dropping off supplies to and in home, etc.~~

6. Attend training sessions and conferences as needed.
7. Supervise personal care workers and participate in "on-call" rotation. ~~If in home and is needed for any aspect of personal care worker supervision, #3 will be followed.~~
8. Perform other case management duties as needed, i.e.: follow-up, set-up case conferences, staffing, etc.
9. Must have driver's license and reliable vehicle to perform assigned duties.

~~Note: Limited License RN is NOT to participate in any type of on-call rotation to ensure that all decisions involving consumer services is under direct RN supervision.~~

Non-Essential Duties:

1. Participates as a member on selected committees/teams.
2. Performs office duties as applicable to position.
3. Encouraged to attend functions and job related activities for SAI Home Health/Society's Assets, Inc.
4. Other duties as assigned.

Physical Demands:

Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. Must be able to lift a reasonable weight. Physical flexibility to match requirements of position.

Emotional Demands:

Must be able to remain calm in challenging or difficult situations. Must project customer service standards of excellence – must treat clients/consumers and staff with respect, dignity and kindness regardless of race, color, religion, sex, national origin, age, disability, sexual orientation, or any other characteristic protected by law.

Accountability:

The RN Limited License Personal Care Supervisor is accountable to the Home Care Manager in respective office, Assistant Director of Home Care, and the Director of Home Care Services.

Job Description Review:

I have read and understand the job description for RN Limited License Personal Care Supervisor.