LPN RENEWAL ALERT: IMPORTANT INFORMATION FOR RENEWAL
JULY 1, 2018 – OCT. 31, 2018

Legal Requirements for APRN Standard Care Arrangements

Nursing Education Program Curriculum Revisions
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- Organization analysis

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- MS/MSN to DNP, Advanced Practice Nurse
- MS/MSN to DNP, Health Systems Leadership

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MOMENTUM

CONTENTS

SPRING 2018  ■  Volume 16  Issue 2

7  Licensed Practical Nurses (LPNs) Renewal 2018
10  Legal Requirements for APRN Standard Care Arrangements
12  Administration of Specific Drugs by RNs
14  Duty to Report Misconduct
14  Continuing Education (CE) for Volunteer Services
16  How to Change My Name/Address with the Board
18  Nursing Education Program Curriculum Revisions
18  NTSB Issues Recommendations for Health Care Providers
20  NCSBN White Paper: A Nurse’s Guide to the Use of Social Media

From the President 4
From the Executive Director 6
Advisory Groups and Committees 18
Current Board Members 18
Board Disciplinary Actions 27

MOMENTUM is the official journal of the Ohio Board of Nursing. MOMENTUM’s traditional journal & interactive digital companion serve over 280,000 nurses, administrators, faculty and nursing students, 4 times a year all across Ohio. MOMENTUM is a timely, widely read and respected voice in Ohio nursing regulation.

Ohio Board of Nursing  3

edition 61
The Board said goodbye and thank you to several Board members in the last few months, all with tenures of at least eight years: Maryam Lyon, RN, served as Board President and Chair of the Advisory Group on Dialysis; Janet Arwood, LPN, served as Board Vice-President; and J. Jane McFee, LPN, served many years as Vice-President and Chair of Continuing Education. We thank each of them for their service, commitment to the Board, and dedication to public protection.

We are happy to welcome new members to the Board. Governor Kasich appointed Sandra Beidelschies, MSN, RN; Daniel Lehmann, LPN; and Deborah Knueve, LPN. Lastly, Lauralee Krabill, RN, and I are both pleased to be reappointed to the Board!

Each year, the Board timely completes a five-year review of applicable administrative rules as required by Section 106.03, ORC. In addition, individual rules not slated for five-year review may be revised to comply with legislative changes or for technical or non-substantive reasons. Since 2005, as part of rule review, the Board conducts a “plain English” review of its rules and amends or rescinds rule language that is obsolete, ineffective, contradictory or redundant.

This year, following recent changes in federal law permitting CNPs to prescribe Suboxone, the Board will promulgate rules regarding Medication Assisted Treatment (MAT), in collaboration with the Medical Board. Also, the Governor’s Cabinet Opiate Action Team (GCOAT) is discussing rules to address prescribing for chronic pain. In 2013, GCOAT established Guidelines for chronic pain prescribing, and now state boards and cabinet agencies will be working collaboratively to implement prescribing rules for chronic pain.

Concepts and discussion points for both the MAT and chronic pain prescribing rules were discussed with the Advisory Committee on Advanced Practice Registered Nursing at its January 29, 2018 meeting, and the Committee on Prescriptive Governance at its March 5, 2018 meeting. The Board will review and discuss MAT rules starting at the April meeting and will continue its review and discussion at the Board meetings throughout the rulemaking process this year. The Board asks for your comments and input. Please send related information, protocols, best practice materials, questions, or concerns to rules@nursing.ohio.gov.

I urge you to continue to check the Board website at www.nursing.ohio.gov for information about the 2018 rulemaking process, draft rules, practice, and licensure. The Board offers a free announcement service distributed via email to your work or personal account. Subscribers to this eNews service will receive news about rules hearings, potential law changes, etc. You may subscribe for this service on the Board website or receive information via social media.
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Each year the Board is busy preparing for renewal cycles and peak licensure seasons, conducting complaint investigations, completing disciplinary processes, and reviewing administrative rules. In addition to the internal work and operations, Board members and staff are also involved with state coalitions and national regulatory work.

For example, Board President Patricia Sharpnack and I serve on the Ohio Action Coalition Steering Committee. The Coalition was established to advance the Institute of Medicine (IOM) recommendations and to promote nursing collaboration throughout Ohio. The IOM report, *The Future of Nursing: Leading Change, Advancing Health* set forth eight recommendations for nursing. Also for the Coalition, I am Co-Chair of the Data and Research Work Group and a member of the Sustainability & Partnership Committee.

Board staff participate in the Nursing Summit meetings facilitated by the Ohio Nurses Association. The Summit brings nursing organizations together to generally focus on a legislative discussion and updates provided by the participants. Various ways to interact and coordinate efforts for nursing are discussed.

Nationally, Board members and staff are active with the National Council of State Boards of Nursing (NCSBN).

- Board President Patricia Sharpnack was appointed to be a member of the Institute of Regulatory Excellence (IRE) Committee, and three staff members have been selected to be IRE fellowship participants.

- NCSBN awarded President Sharpnack a scholarship for The George Washington University School of Nursing’s Graduate Certificate, Health Policy and Media Engagement program.

- I am honored to Chair the NCLEX Examination Committee for NCSBN and previously completed eight years of service as an NCSBN Board member.

- NCSBN appointed Board staff to be members of the Marijuana Regulatory Guidelines Committee and the Active Supervision Committee.

- Board staff regularly participate in scheduled trainings, meetings, and conference calls with other state boards to discuss issues related to education, practice, and policy decisions.

We are pleased to work to provide public protection and regulatory excellence through our Board’s operational work and by collaborating with state and national organizations.
If you hold an active LPN license in Ohio, your license is valid through October 31, 2018. LPN renewal begins on July 1, 2018. The 2018 renewal will be the second LPN renewal completed online in the new 3.0 Ohio eLicense system, a comprehensive professional regulatory license system used by a variety of state licensing boards.

It is estimated that 55,000 LPN licenses will be renewed this renewal cycle. The earlier you renew, the better chance you have to avoid issues with your license close to the renewal deadline. Licensees may use a computer in the Board office to renew online with staff assistance (if needed) on business weekdays between 8:00 am and 5:00 pm.

Renew Timely

- Renew ASAP. Incomplete applications will not be accepted by the online system. Waiting until a deadline and realizing you do not have all the information needed to complete the application may prevent you from renewing timely.
- If you wait to renew until close to the September 15th fee deadline and encounter any difficulties or cannot provide all the information, the application will be incomplete and you will then pay a late fee on or after September 16, 2018. The late processing fee is the $65 renewal fee plus an additional $50 fee. The total late renewal fee is $115.
- If you wait to renew until close to the October 31st deadline and encounter any difficulties or cannot provide all the information, the application will be incomplete and your license will lapse on November 1, 2018. You cannot work as a nurse as long as your license is lapsed. You must then apply for reinstatement of your license. The reinstatement process takes additional time to process. Please take the necessary steps to avoid this possibility from happening to you.

Must Pay by Credit or Debit

- Fees must be paid online at the time of renewal. Use Master Card, VISA or Discover credit or debit cards. If you do not have this type of personal credit or debit card, you can obtain these pre-paid cards at local stores to use for renewal.
- If the fee is not paid when you submit your application, the application will be incomplete and will not be processed until you submit all required fees. All fees are non-refundable.

Additional Information May Be Required

- If you are asked to provide documentation of citizenship, court documents or other information that may be required as part of your application, please be prepared to upload the documents electronically through the online system. This information is usually required of applicants who answer “yes” to one of the additional information questions on the renewal application.
- No hardcopies of court documents or other information required as part of your application will be accepted. Waiting until a deadline and then realizing you do not have all the information and in the form needed to upload the documents electronically through the online system will prevent you from renewing.
- Incomplete renewal applications cannot be accepted by the system. If all required documents are not provided electronically, the renewal application is incomplete and will not be processed.

Continuing Education Renewal Requirements

- You must complete the continuing education (CE) requirements by October 31, 2018 to maintain licensure.
- You are not required to submit documentation of CE when you renew your license, but you must attest on the renewal application that you met or will meet the CE requirement by October 31, 2018. Failure to comply with CE requirements may be grounds for disciplinary action. For more information on CE, please refer to the CE FAQ online at www.nursing.ohio.gov under the Continuing Education page.

Watch for additional information regarding LPN renewal by checking the Board website at www.nursing.ohio.gov. Also, on the website, click on “Subscribe to eNews, Facebook, and Twitter” to sign up to receive Board updates and alerts regarding renewal. Thank you for your cooperation and assistance in making this renewal a success.
LEGAL REQUIREMENTS
for APRN Standard Care Arrangements

The Board frequently receives questions from Advanced Practice Registered Nurses (APRNs), employers, and facilities about requirements for standard care arrangements (SCA). CNMs, CNPs, and CNSs must practice in accordance with a SCA. See Section 4723.431, Ohio Revised Code (ORC), and Rule 4723-8-04, Ohio Administrative Code (OAC).

Not later than thirty days after first engaging in practice, Section 4723.431(A), ORC, requires that CNMs, CNPs, and CNSs establish a written SCA with each physician or podiatrist with whom the APRNs collaborate. That section also requires that the physician or podiatrist be authorized to practice in Ohio and “practice in a specialty that is the same or similar to the nurse’s nursing specialty.” Section 4723.431(D), ORC specifies that CNSs with national certification in psych/mental health may collaborate with a physician who practices in pediatrics, primary care or family practice, or psych/mental health.

The SCA must include the signature of the APRN and each collaborating physician or podiatrist, but a physician’s designated representative may sign on behalf of others if the requirements of the rule are met. Rule 4723-8-04(C), OAC. For purposes of this rule, a physician’s designated representative means a physician who serves as the department or unit director or chair, within the same institution, organization, or facility department or unit, and within the same specialty, that the nurse practices, and with respect to whom the physician has executed a legal authorization to enter collaborating agreements on the physician’s behalf.

Rule 4723-8-04(C), OAC requires that the SCA include the date it is executed and the date of the most recent review. Also, the rule specifies that the SCA must include the complete name, specialty and practice area, business address, and telephone number where each collaborating physician or podiatrist and APRN who is party to the SCA may be reached at any time. When a designated physician signs on behalf of other physicians, a list of all the physicians subject to the SCA should be attached to or incorporated within the SCA. The SCA also must include:

- A statement of services offered by the CNM, CNP, and CNS.
- A plan for incorporation of new technology or procedures.
- Quality assurance provisions.
- A plan for coverage of patients in instances of emergency or planned absences either of the CNM, CNP, or CNS, or the collaborating physician or podiatrist.
- A process for resolution of disagreements regarding matters of patient management.
- An arrangement regarding reimbursement under the medical assistance program, i.e., Medicaid.

When prescribing, CNMs, CNPs, and CNSs must comply with Sections 4723.481 and 4723.482, ORC, and Chapter 4723-9, OAC. Rule 4723-8-04(C), OAC, requires the SCA to include the following when prescribing:

- Provisions to ensure timely direct, personal evaluation of the patient with a collaborating physician or the physician’s designee when indicated.
- Additional prescribing parameters for drugs or therapeutic devices, including: provisions for use of FDA approved drugs for indications that are not FDA approved (off-label use); provisions for use of FDA approved drugs reviewed by the committee on prescriptive governance (CPG) subsequent to the effective date of the SCA; provisions for the use of drugs previously reviewed by the CPG but approved by the FDA for new indications subsequent to the date of the SCA; and provisions for the use and prescription of any schedule II controlled substances.
- If prescribing to minors, provisions for complying with Section 3719.061, ORC.
- Provisions for obtaining and reviewing Ohio Automated Rx Reporting System (OARRS) reports and engaging in physician consultation as required by Section 4723.487, ORC, and by Rule 4723-9-12, OAC.
- A procedure for the CNM, CNP, or CNS and the collaborating physician, or a designated member of an institution’s quality assurance committee composed of physicians of the institution, organization, or agency where the CNM, CNP, or CNS has practiced during the period covered by the review, to conduct at least a semiannual periodic review of the following for the CNM, CNP, or CNS: a representative sample of prescriptions written, a representative sample of schedule II prescriptions written, and provisions to ensure all of the requirements of Rule 4723-9-12, OAC, the standards and procedures for review of the OARRS, are being met.
- Quality assurance standards consistent with Rule 4723-8-05, OAC.

The Board periodically receives requests for a SCA form or template. The Board does not provide a SCA template or form because SCAs are legal agreements that must be practice-specific for the CNM, CNP, and CNS and the collaborating physician or podiatrist. The CNM, CNP, or CNS and the collaborating physician or podiatrist are to develop and agree upon the SCA content.

The Board does not review or approve SCAs and does not require SCAs to be submitted to the Board unless requested. Rule 4723-8-04, OAC, requires that the APRN’s employer retain the current copy of the SCA and that APRNs retain copies of previous SCAs for at least three (3) years.

Questions may be sent to practiceAPRN@nursing.ohio.gov. Other APRN practice laws, rules and guidance may be accessed on the Board’s website at http://www.nursing.ohio.gov/Practice-APRN.htm. Please consider consulting with your employer or legal counsel when necessary.
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ADMINISTRATION OF SPECIFIC DRUGS BY RNs

Are RNs prohibited from administering low dose ketamine for purposes of pain control or treatment of depression? Can an RN administer propofol for sedation? What about methotrexate? The Board has recently received questions about RN administration of these specific drugs. RNs are informing the Board that they may be asked to administer ketamine due to shortages of other drugs or because a prescriber is decreasing the use of other drugs, or that propofol is the sedation drug ordered by some physicians. Further, RNs question the use of methotrexate, which may be used for various purposes, including termination of ectopic pregnancies.

A RN, who is not a CRNA, is not authorized to administer medications like ketamine and propofol, or any other drug for the purpose of deep sedation and/or general anesthesia. If the purpose is for mild or moderate sedation, the RN may administer the drug in the prescriber ordered dosage. In addition, if the medication is ordered for pain control, the RN may administer the drug in the prescriber ordered dosage, but if the RN believes the dosage may result in deep sedation, the RN should discuss this with the prescriber before administering the drug. See Rule 4723-4-03(E) and (F), OAC.

The Board has published an Interpretive Guideline regarding RN administration of IV medications for purposes of procedural moderate sedation that addresses RN administration of sedating drugs. The IG may be of interest to those who have questions. See “Utilizing Interpretive Guidelines,” and other practice resources at www.nursing.ohio.gov (click on the Practice RN and LPN link).

Relevant rules, summarized below, also can be accessed on the Board website at the Law and Rules link.

- Rule 4723-4-03(D)(4), OAC, requires a RN to have a specific current order, from an authorized prescriber, for the medication, treatment or regimen that the nurse is to administer or carry out. Standards governing the individual’s professional practice, including the administration of specific drugs by RNs are found in Chapter 4723-4, OAC.
- Rule 4723-4-03(E), OAC, states that the RN will timely implement the order, unless the RN believes or has reason to believe the order is inaccurate, not properly authorized, not current or valid, is harmful or potentially harmful to the patient, or is contraindicated by other documented information that the RN is required to seek for clarification of the order.
- Rule 4723-4-03(J), OAC, states that the RN shall use acceptable standards of safe nursing care as a basis for any observation.
- Rules 4723-4-03 and 4723-4-06, OAC, further govern competency in practice and the standards of nursing practice respectively, requiring that the RN who is implementing an order make a case-by-case decision based upon competent and safe nursing practice. The RN must determine if appropriate resources, including supportive personnel, are available to implement an order. Rule 4723-4-06(H), OAC requires the implementation of measures to promote a safe environment for each patient.

In addition, RNs should review employer policies as they relate to nursing practice, because employers may choose to adopt policies that are more restrictive than the Nurse Practice Act and administrative rules. Work policies may restrict RNs from administering specific types or classifications of drugs.

Please contact the Board at practiceRNandLPN@nursing.ohio.gov if you have questions. Please subscribe to eNews on the Board website at www.nursing.ohio.gov or follow social media for updates and alerts.
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DUTY TO REPORT MISCONDUCT

The mandatory reporting requirement for employers of nurses was first enacted in the Ohio Revised Code (ORC) in the fall of 2003. In 2013, the language was expanded to include persons who contract with nurses, dialysis technicians, medication aides and certified community health workers. This article is provided as an overview of the duty to report misconduct and for discussion purposes focuses on licensed nurses.

Who: Section 4723.34(A), ORC requires that reports to the Board be made by every person or governmental entity that employs, or contracts directly or through another person or governmental entity for the provision of services by, registered nurses, licensed practical nurses, dialysis technicians, medication aides, or certified community health workers. An employer or contractor must designate an “individual licensee” to do the reporting. Nursing associations that do not employ or contract with nurses are not required by law to report misconduct of a nurse outside of their role as employer.

The meaning of “person” includes individuals, corporations, business trusts, estates, partnerships and associations. See Section 1.59(C), ORC. With regard to associations, reporting would not be required as to its members generally, but as to licensed nurses who are employed by or contract with the association to provide nursing services.

In employment settings, such as a physician’s office, where there is only one person licensed by the Board, and that person is the nurse who engaged in the misconduct, then the employer is required to report the misconduct through the nurse. In other words, the nurse must self-report his or her misconduct on behalf of his or her employer or contracting entity. If the nurse refuses, the employer remains obligated under the law to comply with the statute.

When: Section 4723.34(A), ORC further mandates that reports to the Board be made when an employer or contractor “knows or has reason to believe” that a current or former employee or person providing services under a contract, who holds a license or certificate issued under Chapter 4723, has engaged in conduct that would be grounds for disciplinary action by the Board under Ohio law or rules. Examples include, but are not limited to, failure to practice in accordance with acceptable and prevailing standards of safe nursing care, failure to maintain professional boundaries, positive drug screens, diversion of drugs, or the impairment of the ability to practice nursing. The employer or contractor is required to report the nurse even if no action has been taken in regard to the nurse’s employment or contract, if the nurse has been referred to an employee assistance program, or if the nurse is participating in a remediation program. Additionally, an employer or contractor is required to report misconduct even if the employer believes that the matter has already been reported to the Board by another entity. For example, an employer is still required to report a nurse who has diverted narcotics even if the employer believes the incident was reported to the Board by law enforcement.

If an employer or contractor is unsure if a nurse’s conduct should be reported, the employer should report the situation, so that the Board can investigate, review the facts and circumstances, and make a determination as to whether a violation of the Nurse Practice Act has occurred. An employer or contractor is not required to complete a full investigation before reporting to the Board – the reporting standard is “reason to believe.” Even if an employer or contractor is uncertain whether there is enough evidence to prove a violation, the conduct should be reported to the Board. In some instances, the Board may have other investigatory information, and the newly reported conduct may then indicate a more serious pattern or problem. If the report is made in good faith, there is immunity from civil liability for reporting. See Section 4723.341, ORC.

A report to the Board can be made by completing a Complaint Form that is available in the Discipline and Compliance section of the Board website at www.nursing.ohio.gov. The form can be submitted by email, fax or regular mail. The fact that the Board has received information about and is investigating a nurse is confidential. The initiation of an investigation is not disclosed to the public. Complaints and information obtained during the investigatory process are confidential pursuant to Section 4723.28(1), ORC. Based on evidence obtained during the investigatory process, the Board may pursue disciplinary action or close the complaint without action. In the interest of protecting the public and patient safety, always report a nurse if you reasonably believe the nurse has engaged in conduct that would be grounds for disciplinary action. 

*
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This activity has been submitted to the Midwest Multistate Division for approval to award nursing contact hours. The Midwest Multistate Division is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

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For more information about the cruise and the curriculum please log on to our Web site at ThinkNurse.com or call Teresa Grace at Poe Travel Toll-free at 800.727.1960.
CONTINUING EDUCATION (CE) FOR VOLUNTEER SERVICES

Section 4745.04, ORC and Rules 4723-14-03(L), OAC and 4723-8-10(B)(4), OAC, authorize LPNs, RNs, and APRNs to obtain up to eight hours of CE by providing health care services as a volunteer, if the following conditions are met:

1. The licensee provides health care services to an indigent and uninsured person.
2. Health care services are provided within the licensed scope of practice.
3. Health care services are provided as a volunteer.
4. One hour of CE may be awarded for every sixty minutes spent providing health care services as a volunteer.
5. Documentation of services must include the following and must be maintained for six years:
   - A signed statement from a person at the health care facility or location where the health care services were performed verifying:
   - The date and time period the licensee performed the health care services;
   - That the recipient of the health care services was indigent and uninsured; and
   - That the licensee provided the health care services as a volunteer.

Please email cee@nursing.ohio.gov if you have questions.

HOW DO I CHANGE MY NAME WITH THE BOARD?

1. If you have already registered on the Board’s new portal, skip to Step #3.
2. If you are a first time user, then register on the Board’s new portal:
   - Choose the Login / Create an Account option.
   - Choose the “I HAVE A LICENSE” button.
3. Log in to your account and click on the link “Options” found in the License box.
4. Click on the link “Change Name.”
5. Upload one of the certified court records listed below:
   - Marriage Certificate/Abstract
   - Divorce Decree
   - Court Record indicating change of name
   - Documentation from another state/country consistent with the laws of that jurisdiction
6. Press “Submit.” Requests received online are processed in 2-3 business days.

HOW DO I CHANGE MY ADDRESS WITH THE BOARD?

1. If you have already registered on the Board’s new portal, skip to Step #3.
2. If you are a first time user, then register on the Board’s new portal:
   - Choose the Login / Create an Account option.
   - Choose the “I HAVE A LICENSE” button.
3. Log in to your account at https://elicense.ohio.gov and
4. Click on the link “Options” found in the License box.
   a. Click on the link “Change Address.”
6. Press “Submit.” Your address change will be automatically applied to your license or certificate.

Note: If you do not follow these instructions, your address will not be updated on the public portal and you may not receive any correspondence from the Board.

For questions, contact Online System Support at 614-466-3947 and select “Option 1” (weekdays 8am-5pm, except for holidays). If you need assistance after business hours, email nursing.registration@das.ohio.gov and include a brief description of the issue, your first and last name, telephone number, email address, and license number, if you have it.
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NURSING EDUCATION PROGRAM CURRICULUM REVISIONS

Nursing education programs (Programs) often ask if they need to request Board approval for a curriculum revision, and what is the process for obtaining approval. Chapter 4723-5, Ohio Administrative Code (OAC), governs pre-licensure nursing education programs, including the requirements related to curriculum revisions.

The Board is required to review and approve curriculum revisions resulting from a change in the Program’s philosophy, conceptual framework, or organizing theme. Certain types of curriculum changes, such as modification of course hours, changes in a course position within the curriculum plan, or any revision that does not result from a change in philosophy, conceptual framework, or organizing theme, do not require Board approval prior to implementing the changes.

**Submitting Curriculum Revisions for Board Approval**

Rule 4723-5-16, OAC, specifies that the written request include the following:

- Rationale for the proposed curriculum revision;
- Revised philosophy, conceptual framework or organizing theme, or program objectives or outcomes that result in the curriculum change;
- Proposed total curriculum plan;
- Course syllabus or outline for each nursing course that includes at least the title of the course; number of theory hours; number of clinical and laboratory hours; course description; course objectives or outcomes; teaching strategies; methods of evaluation; a topical course outline; and planned implementation date and the impact on currently enrolled students.

It is important for the Program to consider if the proposed curriculum revision will impact currently enrolled students. Rule 4723-5-12(B), OAC, prohibits a Program from implementing changes to policies, including curriculum revisions that impact the education progression or completion requirements for currently enrolled students. The Program must address any potential impact in the request submitted to the Board, and verify with students that the implementation of the revisions does not impact their progression or completion of the Program.

**FAQs**

**Question:** The Program is changing hours within the curriculum plan and implementing the new plan beginning with a new cohort of students. Is Board approval required prior to implementing these changes?

**Answer:** No. Changing theory, laboratory, or clinical hours within the curriculum are not changes that require Board approval. The Program Administrator is required to report the changes in the Program's Annual Report and other publications and notifications, as appropriate.

**Question:** If we are changing the Program outcomes or objectives, is Board approval required?

**Answer:** Yes, if the change in outcomes or objectives is a result of revising the Program's philosophy, conceptual framework, or organizing theme.

**Question:** If we are changing objectives within a course, does this require Board approval?

**Answer:** No. If the revised objectives were limited to a specific course, these changes are at the discretion of the faculty responsible for teaching the course and are not a curriculum revision.

**Question:** If the Program is only changing the philosophy and not the conceptual framework, is Board approval necessary?

**Answer:** Yes. If the curriculum is being revised due to the change in philosophy, then Board approval is required.

**Question:** A student failed a course during the last semester the course was offered and the course is no longer offered because of the curriculum revision. Since it is not possible for the student to repeat the course, what are our obligations to the student under the administrative rules?

The information must be submitted to the Board at least ten weeks before the Board meeting at which it is anticipated the Board will review it. Board staff will contact the Program if additional information is needed prior to the Board reviewing and approving the curriculum change at its next scheduled meeting. It is important to remember that the proposed curriculum revision cannot be implemented until approved by the Board.
Programs are advised to carefully consider the content of their progression policies. This is an example of why it is important for the Program to review its progression policy with respect to currently enrolled students and determine how the curriculum revision will impact them.

The administrative rules require the Program to follow the progression policy that was in place for students when they began the Program. The same policy applies to those students as long as they are continuously enrolled in the Program. Therefore, the Program needs to plan for this situation prior to implementing any curriculum revisions, even those that do not require Board approval.

To avoid this situation, the Program may consider continuing to offer courses until all students who could be impacted by the change have had opportunity to retake the course, if that is one of the provisions in the progression policy. If the progression policy that applied to a student allowed the student to re-take a failed course, the Program would need to make the course available to the student. But if a student fails a course, and the progression policy that applied required the student to complete any new requirements or courses as a condition of the student continuing in the Program, the Program would follow the policy and require the student to complete the new requirements, rather than re-taking the failed course.

**Question:** Is the Program required to notify students of the curriculum revision?

**Answer:** Yes. The administrative rules require that Programs distribute the curriculum objectives or outcomes, course objectives or outcomes, teaching strategies and evaluation methods to each student. See Rule 4723-5-13, OAC, for registered nursing programs and Rule 4723-5-14, OAC, for practical nursing programs.
NTSB ISSUES RECOMMENDATIONS
FOR HEALTH CARE PROVIDERS

The National Transportation Safety Board (NTSB) is the federal agency responsible for the investigation of accidents in aviation and other forms of transportation. The NTSB recently published a safety study that focused on toxicology test results for fatally injured pilots. As a result of the study, the NTSB issued two recommendations to the state of Ohio:

1. Include in all state guidelines regarding prescribing controlled substances for pain a recommendation that health care providers discuss with patients the effect their medical condition and medication use may have on their ability to safely operate a vehicle in any mode of transportation. (I-14-1)

2. Use existing newsletters or other routine forms of communication with licensed health care providers and pharmacists to highlight the importance of routinely discussing with patients the effect their diagnosed medical conditions or recommended drugs may have on their ability to safely operate a vehicle in any mode of transportation. (I-14-2)

Consistent with these recommendations and Chapter 4723-4-06, Ohio Administrative Code, governing standards of nursing practice promoting patient safety, the Board encourages prescribers and health care providers to talk with patients about prescriptions that may impact their ability to safely operate a vehicle.

At the March 2018 meeting, the Board proposed a Resolution reflecting the NTSB I-14-1 recommendation, and referred the Resolution to the Advisory Committee on Advanced Practice Registered Nursing for its review.

The Board hereby makes the following recommendation to Advanced Practice Registered Nurses when prescribing controlled substances for pain. It is recommended that the prescriber and other healthcare providers licensed by the Board discuss with the patient the effect the patient’s medical condition and medication use may have on the patient’s ability to safely operate a vehicle in any mode of transportation. This recommendation is consistent with the National Transportation Safety Board Safety Recommendation, I-14-1 and 2 (2014). *

ADVISORY GROUPS AND COMMITTEES

All meetings of the advisory groups are held in the Board office. If you wish to attend one of these meetings, please contact the Board office at 614-466-6940 or board@nursing.ohio.gov to confirm the location, date or time.

Advisory Committee on
Advanced Practice Registered Nursing – Chair: Erin Keels, RN, APRN-CNP
May 14, 2018, June 11, 2018, October 1, 2018

Advisory Group on Continuing Education – Chair: Lauralee Krabill, RN
March 23, 2018, September 28, 2018

Advisory Group on Dialysis – Chair: Barbara Douglas, RN, APHN-CHNA
July 23, 2018, October 29, 2018 (Meetings will begin at 1:00 p.m.)

Advisory Group on Nursing Education – Chair: Patricia Sharpnack, DNP, RN
June 14, 2018, October 11, 2018

Committee on Prescriptive Governance – Chair, Sherri Sievers, DNP, APHN-CNP
July 23, 2018, October 29, 2018

<table>
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<th>Current Members Ohio Board of Nursing City</th>
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<td>Patricia A. Sharpnack, DNP, RN President Chardon</td>
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<td>2018</td>
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White Paper: A Nurse’s Guide to the Use of Social Media

August 2011

Introduction
The use of social media and other electronic communication is increasing exponentially with growing numbers of social media outlets, platforms and applications, including blogs, social networking sites, video sites, and online chat rooms and forums. Nurses often use electronic media both personally and professionally. Instances of inappropriate use of electronic media by nurses have been reported to boards of nursing (BONs) and, in some cases, reported in nursing literature and the media. This document is intended to provide guidance to nurses using electronic media in a manner that maintains patient privacy and confidentiality.

Social media can benefit health care in a variety of ways, including fostering professional connections, promoting timely communication with patients and family members, and educating and informing consumers and health care professionals.

Nurses are increasingly using blogs, forums and social networking sites to share workplace experiences particularly events that have been challenging or emotionally charged. These outlets provide a venue for the nurse to express his or her feelings, and reflect or seek support from friends, colleagues, peers or virtually anyone on the Internet. Journaling and reflective practice have been identified as effective tools in nursing practice. The Internet provides an alternative media for nurses to engage in these helpful activities. Without a sense of caution, however, these understandable needs and potential benefits may result in the nurse disclosing too much information and violating patient privacy and confidentiality.

Health care organizations that utilize electronic and social media typically have policies governing employee use of such media in the workplace. Components of such policies often address personal use of employer computers and equipment, and personal computing during work hours. The policies may address types of websites that may or may not be accessed from employer computers. Health care organizations also maintain careful control of websites maintained by or associated with the organization, limiting what may be posted to the site and by whom.

The employer’s policies, however, typically do not address the nurse’s use of social media outside of the workplace. It is in this context that the nurse may face potentially serious consequences for inappropriate use of social media.

Confidentiality and Privacy
To understand the limits of appropriate use of social media, it is important to have an understanding of confidentiality and privacy in the health care context. Confidentiality and privacy are related, but distinct concepts. Any patient information learned by the nurse during the course of treatment must be safeguarded by that nurse. Such information may only be disclosed to other members of the health care team for health care purposes. Confidential information should be shared only with the patient’s informed consent, when legally required or where failure to disclose the information could result in significant harm. Beyond these very limited exceptions the nurse’s obligation to safeguard such confidential information is universal.

Privacy relates to the patient's expectation and right to be treated with dignity and respect. Effective nurse-patient relationships are built on trust. The patient needs to be confident that their most personal information and their basic dignity will be protected by the nurse. Patients will be hesitant to disclose personal information if they fear it will be disseminated beyond those who have a legitimate “need to know.” Any breach of this trust, even inadvertent, damages the particular nurse-patient relationship and the general trustworthiness of the profession of nursing.

Federal law reinforces and further defines privacy through the Health Insurance Portability and Accountability Act (HIPAA). HIPAA regulations are intended to protect patient privacy by defining individually identifiable information and establishing how this information may be used, by whom and under what circumstances. The definition of individually identifiable information includes any information that relates to the past, present or future physical or mental health of an individual, or provides enough information that leads someone to believe the information could be used to identify an individual.

Breaches of patient confidentiality or privacy can be intentional or inadvertent and can occur in a variety of ways. Nurses may breach confidentiality or privacy with information he or she posts via social media. Examples may include comments on social...
networking sites in which a patient is described with sufficient detail to be identified, referring to patients in a degrading or demeaning manner, or posting video or photos of patients. Additional examples are included at the end of this document.

**Possible Consequences**

Potential consequences for inappropriate use of social and electronic media by a nurse are varied. The potential consequences will depend, in part, on the particular nature of the nurse’s conduct.

**BON Implications**

Instances of inappropriate use of social and electronic media may be reported to the BON. The laws outlining the basis for disciplinary action by a BON vary between jurisdictions. Depending on the laws of a jurisdiction, a BON may investigate reports of inappropriate disclosures on social media by a nurse on the grounds of:

- Unprofessional conduct;
- Unethical conduct;
- Moral turpitude;
- Mismanagement of patient records;
- Revealing a privileged communication; and
- Breach of confidentiality.

If the allegations are found to be true, the nurse may face disciplinary action by the BON, including a reprimand or sanction, assessment of a monetary fine, or temporary or permanent loss of licensure.

A 2010 survey of BONs conducted by NCSBN indicated an overwhelming majority of responding BONs (33 of the 46 respondents) reported receiving complaints of nurses who have violated patient privacy by posting photos or information about patients on social networking sites. The majority (26 of the 33) of BONs reported taking disciplinary actions based on these complaints. Actions taken by the BONs included censure of the nurse, issuing a letter of concern, placing conditions on the nurse’s license or suspension of the nurse’s license.

**Other Consequences**

Improper use of social media by nurses may violate state and federal laws established to protect patient privacy and confidentiality. Such violations may result in both civil and criminal penalties, including fines and possible jail time. A nurse may face personal liability. The nurse may be individually sued for defamation, invasion of privacy or harassment. Particularly flagrant misconduct on social media websites may also raise liability under state or federal regulations focused on preventing patient abuse or exploitation.

If the nurse’s conduct violates the policies of the employer, the nurse may face employment consequences, including termination. Additionally, the actions of the nurse may damage the reputation of the health care organization, or subject the organization to a law suit or regulatory consequences.

Another concern with the misuse of social media is its effect on team-based patient care. Online comments by a nurse regarding co-workers, even if posted from home during nonwork hours, may constitute as lateral violence. Lateral violence is receiving greater attention as more is learned about its impact on patient safety and quality clinical outcomes. Lateral violence includes disruptive behaviors of intimidation and bullying, which may be perpetuated in person or via the Internet, sometimes referred to as “cyber bullying.” Such activity is cause for concern for current and future employers and regulators because of the patient-safety ramifications. The line between speech protected by labor laws, the First Amendment and the ability of an employer to impose expectations on employees outside of work is still being determined. Nonetheless, such comments can be detrimental to a cohesive health care delivery team and may result in sanctions against the nurse.

**Common Myths and Misunderstandings of Social Media**

While instances of intentional or malicious misuse of social media have occurred, in most cases, the inappropriate disclosure or posting is unintentional. A number of factors may contribute to a nurse inadvertently violating patient privacy and confidentiality while using social media. These may include:

- A mistaken belief that the communication or post is private and accessible only to the intended recipient. The nurse may fail to recognize that content once posted or sent can be disseminated to others. In fact, the terms of using a social media site may include an extremely broad waiver of rights to limit use of content.1 The solitary use of the Internet, even while posting to a social media site, can create an illusion of privacy.

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1 One such waiver statute, “By posting user content to any part of the site, you automatically grant the company an irrevocable, perpetual, nonexclusive transferable, fully paid, worldwide license to use, copy, publicly perform, publicly display, reformat, translate, excerpt [in whole or in part], distribute such user content for any purpose.” Privacy Commission of Canada (2007, November 7). Privacy and social networks (Video file). Retrieved from http://www.youtube.com/watch?v=K+gWeGHeKoA
A mistaken belief that content that has been deleted from a site is no longer accessible.

A mistaken belief that it is harmless if private information about patients is disclosed if the communication is accessed only by the intended recipient. This is still a breach of confidentiality.

A mistaken belief that it is acceptable to discuss or refer to patients if they are not identified by name, but referred to by a nickname, room number, diagnosis or condition. This too is a breach of confidentiality and demonstrates disrespect for patient privacy.

Confusion between a patient’s right to disclose personal information about himself/herself (or a health care organization’s right to disclose otherwise protected information with a patient’s consent) and the need for health care providers to refrain from disclosing patient information without a care-related need for the disclosure.

The ease of posting and commonplace nature of sharing information via social media may appear to blur the line between one’s personal and professional lives. The quick, easy and efficient technology enabling use of social media reduces the amount of time it takes to post content and simultaneously, the time to consider whether the post is appropriate and the ramifications of inappropriate content.

**How to Avoid Problems**

It is important to recognize that instances of inappropriate use of social media can and do occur, but with awareness and caution, nurses can avoid inadvertently disclosing confidential or private information about patients.

The following guidelines are intended to minimize the risks of using social media:

- First and foremost, nurses must recognize that they have an ethical and legal obligation to maintain patient privacy and confidentiality at all times.

- Nurses are strictly prohibited from transmitting by way of any electronic media any patient-related image. In addition, nurses are restricted from transmitting any information that may be reasonably anticipated to violate patient rights to confidentiality or privacy, or otherwise degrade or embarrass the patient.

- Do not share, post or otherwise disseminate any information, including images, about a patient or information gained in the nurse-patient relationship with anyone unless there is a patient care related need to disclose the information or other legal obligation to do so.

- Do not identify patients by name or post or publish information that may lead to the identification of a patient. Limiting access to postings through privacy settings is not sufficient to ensure privacy.

- Do not refer to patients in a disparaging manner, even if the patient is not identified.

- Do not take photos or videos of patients on personal devices, including cell phones. Follow employer policies for taking photographs or video of patients for treatment or other legitimate purposes using employer-provided devices.

- Maintain professional boundaries in the use of electronic media. Like in-person relationships, the nurse has the obligation to establish, communicate and enforce professional boundaries with patients in the online environment. Use caution when having online social contact with patients or former patients. Online contact with patients or former patients blurs the distinction between a professional and personal relationship. The fact that a patient may initiate contact with the nurse does not permit the nurse to engage in a personal relationship with the patient.

- Consult employer policies or an appropriate leader within the organization for guidance regarding work related postings.

- Promptly report any identified breach of confidentiality or privacy.

- Be aware of and comply with employer policies regarding use of employer-owned computers, cameras and other electronic devices and use of personal devices in the work place.

- Do not make disparaging remarks about employers or co-workers. Do not make threatening, harassing, profane, obscene, sexually explicit, racially derogatory, homophobic or other offensive comments.

- Do not post content or otherwise speak on behalf of the employer unless authorized to do so and follow all applicable policies of the employer.
Conclusion
Social and electronic media possess tremendous potential for strengthening personal relationships and providing valuable information to health care consumers. Nurses need to be aware of the potential ramifications of disclosing patient-related information via social media. Nurses should be mindful of employer policies, relevant state and federal laws, and professional standards regarding patient privacy and confidentiality and its application to social and electronic media. By being careful and conscientious, nurses may enjoy the personal and professional benefits of social and electronic media without violating patient privacy and confidentiality.

Illustrative Cases
The following cases, based on events reported to BONs, depict inappropriate uses of social and electronic media. The outcomes will vary from jurisdiction to jurisdiction.

SCENARIO 1
Bob, a licensed practical/vocational (LPN/VN) nurse with 20 years of experience used his personal cell phone to take photos of a resident in the group home where he worked. Prior to taking the photo, Bob asked the resident’s brother if it was okay for him to take the photo. The brother agreed. The resident was unable to give consent due to her mental and physical condition. That evening, Bob saw a former employee of the group home at a local bar and showed him the photo. Bob also discussed the resident’s condition with the former coworker. The administrator of the group home learned of Bob’s actions and terminated his employment. The matter was also reported to the BON. Bob told the BON he thought it was acceptable for him to take the resident’s photo because he had the consent of a family member. He also thought it was acceptable for him to discuss the resident’s condition because the former employee was now employed at another facility within the company and had worked with the resident. The nurse acknowledged he had no legitimate purpose for taking or showing the photo or discussing the resident’s condition. The BON imposed disciplinary action on Bob’s license requiring him to complete continuing education on patient privacy and confidentiality, ethics and professional boundaries.

This case demonstrates the need to obtain valid consent before taking photographs of patients; the impropriety of using a personal device to take a patient’s photo; and that confidential information should not be disclosed to persons no longer involved in the care of a patient.

SCENARIO 2
Sally, a nurse employed at a large long-term care facility arrived at work one morning and found a strange email on her laptop. She could not tell the source of the email, only that it was sent during the previous nightshift. Attached to the email was a photo of what appeared to be an elderly female wearing a gown with an exposed backside bending over near her bed. Sally asked the other dayshift staff about the email/photo and some confirmed they had received the same photo on their office computers. Nobody knew anything about the source of the email or the identity of the woman, although the background appeared to be a resident’s room at the facility. In an effort to find out whether any of the staff knew anything about the email, Sally forwarded it to the computers and cell phones of several staff members who said they had not received it. Some staff discussed the photo with an air of concern, but others were laughing about it as they found it amusing. Somebody on staff started an office betting pool to guess the identity of the resident. At least one staff member posted the photo on her blog.

Although no staff member had bothered to bring it to the attention of a supervisor, by midday, the director of nursing and facility management had become aware of the photo and began an investigation as they were very concerned about the patient’s rights. The local media also became aware of the matter and law enforcement was called to investigate whether any crimes involving sexual exploitation had been committed.

While the county prosecutor, after reviewing the police report, declined to prosecute, the story was heavily covered by local media and even made the national news. The facility’s management placed several staff members on administrative leave while they looked into violations of facility rules that emphasize patient rights, dignity and protection. Management reported the matter to the BON, which opened investigations to determine whether state or federal regulations against “exploitation of vulnerable adults” were violated. Although the originator of the photo was never discovered, nursing staff also faced potential liability for their willlessness to electronically share the photo within and outside the facility, thus exacerbating the patient privacy violations, while at the same time, failing to bring it to management’s attention in accordance with facility policies and procedures. The patient in the photo was ultimately identified and her family threatened to sue the facility and all the staff involved. The BON’s complaint is pending and this matter was referred to the agency that oversees long-term care agencies.

This scenario shows how important it is for nurses to carefully consider their actions. The nurses had a duty to immediately report the incident to their supervisor to protect patient privacy and maintain professionalism. Instead, the situation escalated to involving the BON, the county prosecutor and even the national media. Since the patient was ultimately identified, the family was embarrassed and the organization faced possible legal consequences. The organization was also embarrassed because of the national media focus.
SCENARIO 3

A 20-year-old junior nursing student, Emily, was excited to be in her pediatrics rotation. She had always wanted to be a pediatric nurse. Emily was caring for Tommy, a three-year-old patient in a major academic medical center's pediatric unit. Tommy was receiving chemotherapy for leukemia. He was a happy little guy who was doing quite well and Emily enjoyed caring for him. Emily knew he would likely be going home soon, so when his mom went to the cafeteria for a cup of coffee, Emily asked him if he minded if she took his picture. Tommy, a little “ham,” consented immediately. Emily took his picture with her cell phone as she wheeled him into his room because she wanted to remember his room number.

When Emily got home that day she excitedly posted Tommy’s photo on her Facebook page so her fellow nursing students could see how lucky she was to be caring for such a cute little patient. Along with the photo, she commented, “This is my 3-year-old leukemia patient who is bravely receiving chemotherapy. I watched the nurse administer his chemotherapy today and it made me so proud to be a nurse.” In the photo, Room 324 of the pediatric unit was easily visible.

Three days later, the dean of the nursing program called Emily into her office. A nurse from the hospital was browsing Facebook and found the photo Emily posted of Tommy. She reported it to hospital officials who promptly called the nursing program. While Emily never intended to breach the patient’s confidentiality, it didn’t matter. Not only was the patient’s privacy compromised, but the hospital faced a HIPAA violation. People were able to identify Tommy as a “cancer patient,” and the hospital was identified as well. The nursing program had a policy about breaching patient confidentiality and HIPAA violations. Following a hearing with the student, school officials and the student’s professor, Emily was expelled from the program. The nursing program was barred from using the pediatric unit for their students, which was very problematic because clinical sites for acute pediatrics are difficult to find. The hospital contacted federal officials about the HIPAA violation and began to institute more strict policies about use of cell phones at the hospital.

This scenario highlights several points. First of all, even if the student had deleted the photo, it is still available. Therefore, it would still be discoverable in a court of law. Anything that exists on a server is there forever and could be resurrected later, even after deletion. Further, someone can access Facebook, take a screen shot and post it on a public website.

Secondly, this scenario elucidates confidentiality and privacy breaches, which not only violate HIPAA and the nurse practice act in that state, but also could put the student, hospital and nursing program at risk for a lawsuit. It is clear in this situation that the student was well-intentioned, and yet the post was still inappropriate. While the patient was not identified by name, he and the hospital were still readily identifiable.

SCENARIO 4

A BON received a complaint that a nurse had blogged on a local newspaper’s online chat room. The complaint noted that the nurse bragged about taking care of her “little handicapper.” Because they lived in a small town, the complainant could identify the nurse and the patient. The complainant stated that the nurse was violating “privacy laws” of the child and his family. It was also discovered that there appeared to be debate between the complainant and the nurse on the blog over local issues. These debates and disagreements resulted in the other blogger filing a complaint about the nurse.

A check of the newspaper website confirmed that the nurse appeared to write affectionately about the handicapped child for whom she provided care. In addition to making notes about her “little handicapper,” there were comments about a wheelchair and the child’s age. The comments were not meant to be offensive, but did provide personal information about the patient. There was no specific identifying information found on the blog about the patient, but if you knew the nurse, the patient or the patient’s family, it would be possible to identify who was being discussed.

The board investigator contacted the nurse about the issue. The nurse admitted she is a frequent blogger on the local newspaper site; she explained that she does not have a television and blogging is what she does for entertainment. The investigator discussed that as a nurse, she must be careful not to provide any information about her home care patients in a public forum.

The BON could have taken disciplinary action for the nurse failing to maintain the confidentiality of patient information. The BON decided a warning was sufficient and sent the nurse a letter advising her that further evidence of the release of personal information about patients will result in disciplinary action.

This scenario illustrates that nurses need to be careful not to mention work issues in their private use of websites, including posting on blogs, discussion boards, etc. The site used by the nurse was not specifically associated with her like a personal blog is; nonetheless the nurse posted sufficient information to identify herself and the patient.
SCENARIO 5

Nursing students at a local college had organized a group on Facebook that allowed the student nurses’ association to post announcements and where students could frequently blog, sharing day-to-day study tips and arranging study groups. A student-related clinical error occurred in a local facility and the student was dismissed from clinical for the day pending an evaluation of the error. That evening, the students blogged about the error, perceived fairness and unfairness of the discipline, and projected the student’s future. The clinical error was described, and since the college only utilized two facilities for clinical experiences, it was easy to discern where the error took place. The page and blog could be accessed by friends of the students, as well as the general public.

The students in this scenario could face possible expulsion and discipline. These blogs can be accessed by the public and the patient could be identified because this is a small community. It is a myth that it can only be accessed by that small group, and as in Scenario 3, once posted, the information is available forever. Additionally, information can be quickly spread to a wide audience, so someone could have taken a screen shot of the situation and posted it on a public site. This is a violation of employee/university policies.

SCENARIO 6

Chris Smith, the brother of nursing home resident Edward Smith, submitted a complaint to the BON. Chris was at a party when his friend, John, picked up his wife’s phone to read her a text message. The message noted that she was to “get a drug screen for resident Edward Smith.” The people at the party who heard the orders were immediately aware that Edward Smith was the quadriplegic brother of Chris. Chris did not want to get the nurse in trouble, but was angered that personal information about his brother’s medical information was released in front of others.

The BON opened an investigation and learned that the physician had been texting orders to the personal phone number of nurses at the nursing home. This saved time because the nurses would get the orders directly and the physician would not have to dictate orders by phone. The use of cell phones also provided the ability for nurses to get orders while they worked with other residents. The practice was widely known within the facility, but was not the approved method of communicating orders.

The BON learned that on the night of the party, the nurse had left the facility early. A couple hours prior to leaving her shift she had called the physician for new orders for Edward Smith. She passed this information onto the nurse who relieved her. She explained that the physician must not have gotten a text from her co-worker before he texted her the orders.

The BON contacted the nursing home and spoke to the director of nursing. The BON indicated that if the physician wanted to use cell phones to text orders, he or the facility would need to provide a dedicated cell phone to staff. The cell phone could remain in a secured, private area at the nursing home or with the nurse during her shift.

The BON issued a warning to the nurse. In addition, the case information was passed along to the health board and medical board to follow up with the facility and physician.

This scenario illustrates the need for nurses to question practices that may result in violations of confidentiality and privacy. Nurse managers should be aware of these situations and take steps to minimize such risks.

SCENARIO 7

Jamie has been a nurse for 12 years, working in hospice for the last six years. One of Jamie’s current patients, Maria, maintained a hospital-sponsored communication page to keep friends and family updated on her battle with cancer. Jamie periodically read Maria’s postings, but had never left any online comments. One day, Maria posted about her depression and difficulty finding an effective combination of medications to relieve her pain without unbearable side effects. Jamie knew Maria had been struggling and wanted to provide support, so she wrote a comment in response to the post, stating, “I know the last week has been difficult. Hopefully the new happy pill will help, along with the increased dose of morphine. I will see you on Wednesday.” The site automatically listed the user’s name with each comment. The next day, Jamie was shopping at the local grocery store when a friend stopped her and said, “I didn’t know you were taking care of Maria. I saw your message to her on the communication page. I can tell you really care about her and I am glad she has you. She’s an old family friend, you know. We’ve been praying for her but it doesn’t look like a miracle is going to happen. How long do you think she has left?” Jamie was instantly horrified to realize her expression of concern on the webpage had been an inappropriate disclosure. She thanked her friend for being concerned, but said she couldn’t discuss Maria’s condition. She immediately went home and attempted to remove her comments, but that wasn’t possible. Further, others could have copied and posted the comments elsewhere.

At her next visit with Maria, Jamie explained what had happened and apologized for her actions. Maria accepted the apology, but asked Jamie not to post any further comments. Jamie self-reported to the BON and is awaiting the BON’s decision.
This scenario emphasizes the importance for nurses to carefully consider the implications of posting any information about patients on any type of website. While this website was hospital sponsored, it was available to friends and family. In some contexts it is appropriate for a nurse to communicate empathy and support for patients, but they should be cautious not to disclose private information, such as types of medications the patient is taking.

References


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The following includes lists of Board disciplinary actions taken at public meetings regarding licensed nurses or certificate holders. You can review the type of action taken by checking the individual’s credential at the Ohio eLicense Center at: http://www.nursing.ohio.gov/Verification.htm#VERInfo, or by clicking on License and Certificate Verification on the Board of Nursing’s website (www.nursing.ohio.gov). You may also request a copy of a public disciplinary record by completing the electronic form on the Board’s website at: http://www.nursing.ohio.gov/Iw-DisciplineReq.htm or by clicking on Discipline Records Requests on the Board’s website.

### January 2018 Monitoring Actions

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### January 2018 Disciplinary Actions

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Ohio Board of Nursing
January 2018 Disciplinary Actions

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Ohio Board of Nursing

Note: The above text is a representation of the table content from the image. The tables have been reformatted into markdown format for clarity.
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