



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.  
*Patricia P. Thomas*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Registered Nurse License Number 678146 § AGREED  
issued to JONATHAN ROSS HARRAID § ORDER

On this day, the Texas Board of Nursing, hereinafter referred to as the Board, accepted the voluntary surrender of Registered Nurse License Number 678146, issued to JONATHAN ROSS HARRAID, hereinafter referred to as Respondent. This action was taken in accordance with Section 301.453(c), Texas Occupations Code.

Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order.

The Board makes the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was provided to Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license.
2. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent license to practice professional nursing in the State of Texas is currently in suspended status.
4. Respondent received a Baccalaureate Degree in Nursing from the University of Texas - Medical Branch, Galveston, Texas, on April 27, 2001. Respondent was licensed to practice professional nursing in the State of Texas on June 26, 2001.
5. Respondent's professional nursing employment history includes:

07/01 - 06/03	Staff Nurse	Memorial Hermann Hospital Houston, TX
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Respondent's professional nursing employment history (continued):

10/05 - 11/06	Staff Nurse	Kindred Hospital Fort Worth, TX
12/06 - 01/07	Staff Nurse	North Hills Hospital North Hills, TX
01/07 - 05/09	Staff Nurse	No Place Like Home Fort Worth, TX
01/08 - 05/08	Staff Nurse	Ethicus Hospital Grapevine Grapevine, TX
08/08 - 04/09	Staff Nurse	FMC Carswell Fort Worth, TX
06/09 - 11/09	Staff Nurse	Seasons Hospice and Palliative Care Fort Worth, TX
02/10 - 02/10	Staff Nurse	Texas Hospice, Fort Worth, TX
06/10 - 08/10	RN	Bluebonnet Hospice Care, Inc. Denton, Texas
8/10 - present	Unknown	

6. On or about July 22, 2010, Respondent was issued an Agreed Order (Enforced Suspension) from the Texas Board of Nursing, Austin, Texas. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated July 22, 2010, is attached and incorporated, by reference, as part of this Order.
7. At the time of the incident referenced in Finding of Fact Number Eight (8), Respondent was employed as a Registered Nurse with Bluebonnet Hospice Care, Inc., Denton, Texas, and had been in this position for approximately two (2) months.

8. On or about July 23, 2010, Respondent failed to comply with the Agreed Board Order (an Enforced Suspension Order) issued to him on July 22, 2010, by the Texas Board of Nursing, Austin, Texas. Respondent's non-compliance is the result of his failure to comply with all requirements of the Agreed Board Order, dated July 22, 2010, in that:
- On or about July 23, 2010, through August 3, 2010, Respondent continued to work as a Registered Nurse at Bluebonnet Hospice Care, Inc., Denton, Texas, on a suspended license. Respondent's conduct deceived residents, their families, fellow care givers, and the public in that they believed Respondent's nursing practice was in compliance with all Board Rules and Regulations.
  - On or about July 23, 2010, through August 3, 2010, while working as a Registered Nurse (on a suspended license) with Bluebonnet Hospice Care, Inc., Denton, Texas, Respondent admitted that he misappropriated Morphine from patients. Respondent's conduct was likely to defraud the facility and patients of the cost of the medication.
  - On or about August 2, 2010, while working as a Registered Nurse (on a suspended license) with Bluebonnet Hospice Care, Inc., Denton, Texas, Respondent engaged in the intemperate use of Morphine in that he submitted a specimen for a drug screen which resulted positive for Morphine. Possession of Morphine without a lawful prescription is prohibited by Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act). The use of Morphine by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgements, and decisions regarding patient care, thereby placing the patient in potential danger.
9. In response to Finding of Fact Number Eight (8), Respondent states that he did not receive the Order, which notified him that his license was suspended, until after August 3, 2010. Additionally, Respondent admits to relapsing in July of 2010. Respondent states that he was taking Suboxone at the time, which was prescribed by his psychiatrist.
10. On or about September 30, 2011, Respondent entered a plea of Guilty and was subsequently Convicted of DRIVING WHILE INTOXICATED (a Class B Misdemeanor offense committed on September 30, 2010), filed in the County Court at Law #2 of Parker County, Texas, under Cause No. CCL2-11-0377. As a result of the conviction, Respondent was sentenced to confinement in the Parker County Jail for a period of one hundred eighty (180) days, with the imposition of the sentence to confinement suspended, and was placed on Community Supervision for a period of twenty-four (24) months. Additionally, Respondent was ordered to pay a fine and court costs.

11. In response to Finding of Fact Number Ten (10), Respondent admits that he was convicted of Driving While Intoxicated and states that September 30, 2010 is his date of sobriety. Respondent states that he received two (2) years of probation and has been actively working on his sobriety. Respondent states that he is participating in 12 Step recovery meetings, has a sponsor, and is going to church and participating in bible study frequently. Additionally, Respondent states that he has surrounded himself with an excellent support system and is working on becoming a sponsor.
12. Respondent, by his signature to this Order, expresses his desire to voluntarily surrender his license to practice nursing in the State of Texas.
13. The Board policy implementing Rule 213.29 in effect on the date of this Agreed Order provides discretion by the Executive Director for consideration of conditional reinstatement after proof of twelve (12) consecutive months of abstinence from alcohol and drugs followed by licensure limitations/stipulations and/or peer assistance program participation.
14. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation of Section 301.452(b)(1),(9),(10)&(13), Texas Occupations Code, 22 TEX. ADMIN. CODE §217.11(1)(B), and 22 TEX. ADMIN. CODE §217.12(1)(B),(4),(6)(G)&(H),(8),(10)(A)&(D),(11)(B)&(13).
4. The evidence received is sufficient cause pursuant to Section 301.453(a), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 678146, heretofore issued to JONATHAN ROSS HARRAID, including revocation of Respondent's license to practice nursing in the State of Texas.
5. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
6. Under Section 301.453(d), Texas Occupations Code, as amended, the Board may impose conditions for reinstatement of licensure.

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7. Any subsequent reinstatement of this license will be controlled by Section 301.453(d), Texas Occupations Code, and 22 TEX. ADMIN. CODE §213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

ORDER

NOW, THEREFORE, IT IS AGREED and ORDERED that the VOLUNTARY SURRENDER of Registered Nurse License Number 678146, heretofore issued to JONATHAN ROSS HARRAID, to practice nursing in the State of Texas, is accepted by the Texas Board of Nursing. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice professional nursing, use the title "Registered Nurse" or the abbreviation "RN" or wear any insignia identifying himself as a Registered Nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a Registered Nurse during the period in which the license is surrendered.
2. RESPONDENT SHALL NOT petition for reinstatement of licensure until: one (1) year has elapsed from the date of this Order; and, RESPONDENT has obtained objective, verifiable proof of twelve (12) consecutive months of sobriety immediately preceding the petition.
3. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order.

I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes final when accepted by the Executive Director at which time the terms of this Order become effective and a copy will be mailed to me.

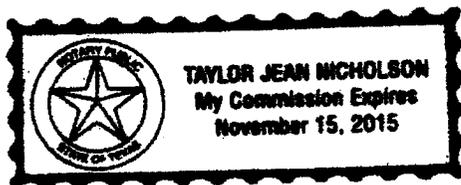
Signed this 27 day of February, 2012.

Jonathan Ross HARRAID  
JONATHAN ROSS HARRAID, Respondent

Sworn to and subscribed before me this 27 day of February, 2012.

SEAL

Taylor Jean Nicholson  
Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Executive Director on behalf of the Texas Board of Nursing does hereby accept the voluntary surrender of Registered Nurse License Number 678146, previously issued to JONATHAN ROSS HARRAID.



Effective this 6th day of March, 2012.

*Katherine A. Thomas*

Katherine A. Thomas, MN, RN, FAAN  
Executive Director on behalf  
of said Board



Respondent's professional nursing employment history (continued):

10/05 - 11/06	Staff Nurse	Kindred Hospital Fort Worth, TX
12/06 - 01/07	Staff Nurse	North Hills Hospital North Hills, TX
01/07 - 05/09	Staff Nurse	No Place Like Home Fort Worth, TX
01/08 - 05/08	Staff Nurse	Ethicus Hospital Grapevine Grapevine, TX
08/08 - 04/09	Staff Nurse	FMC Carswell Fort Worth, TX
06/09 - 11/09	Staff Nurse	Seasons Hospice and Palliative Care Fort Worth, TX
02/10 - 02/10	Staff Nurse	Texas Hospice, Fort Worth, TX
03/10 - Current	Unknown	

6. At the time of the initial incidents referenced in Finding of Fact Numbers Seven (7) and Eight (8), Respondent was enrolled and a student with Texas Christian University School of Nurse Anesthesia, Fort Worth, Texas, and had been enrolled for approximately one (1) year and ten (10) months.
7. On or about June 1, 2005, through July 29, 2005, while enrolled and a student in the Texas Christian University School of Nurse Anesthesia, Fort Worth, Texas, Respondent admitted that he misappropriated Fentanyl. Respondent's conduct was likely to defraud the facility and patients of the cost of the medication.
8. On or about June 1, 2005, through July 29, 2005, while enrolled and a student in the Texas Christian University School of Nurse Anesthesia, Fort Worth, Texas, Respondent admitted that he engaged in the intemperate use of Fentanyl and Morphine. Possession of Fentanyl and Morphine is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Fentanyl and Morphine by a nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in patients' conditions, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.

9. In response to Finding of Fact Number Seven (7) and Eight (8), Respondent states that his use of narcotics started after a series of family events while attending Nurse Anesthesia School at Texas Christian University in June of 2005. Respondent states that he enrolled in an out-patient therapy program and eventually enrolled in TPAPN. Respondent states that he had periods of recovery along with periods of relapsing while working various jobs. Respondent states that he was always truthful when confronted about his behavior.
10. On or about November 15, 2006, while employed as a Registered Nurse with North Hills Hospital, North Hills, Texas, Respondent admitted that he engaged in the intemperate use of Alcohol. The use of Alcohol by a nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in patients' conditions, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.
11. On or about January 5, 2007, while employed as a Registered Nurse at North Hills Hospital, North Richland Hills, Texas, Respondent admitted that he misappropriated Fentanyl from the facility and the patients thereof. Respondent's conduct was likely to defraud the facility and patients thereof of the cost of the medication.
12. On or about January 5, 2007, while employed as a Registered Nurse at North Hills Hospital, North Richland Hills, Texas, Respondent admitted that he engaged in the intemperate use of Fentanyl. Possession of Fentanyl is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Fentanyl by a nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in patients' conditions, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
13. In response to Finding of Fact Numbers Ten (10), Eleven (11), and Twelve (12), Respondent states that he enrolled in an in-patient treatment center in Grapevine, Texas, for thirty (30) days. Respondent states that he was working his recovery program for about eight (8) months when he relapsed again.
14. On or about September 4, 2007, Respondent engaged in the intemperate use of Cocaine in that he submitted a specimen for a pre-employment drug screen which resulted positive for Cocaine Metabolite. Possession of Cocaine is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Cocaine by a nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.

15. On or about April 25, 2008, through May 5, 2008, while employed as a Registered Nurse at Ethicus Hospital Grapevine, Grapevine, Texas, Respondent withdrew controlled substances from the medication dispensing system for patients, but failed to document, or accurately document the administration of controlled substances, as follows:

Date	Patient Medical Record Number	Physician's Orders	Medication Dispensing System	Medications Administration Record	Nurse's Notes	Wastage
04/25/08	600000037	Morphine Sulfate 4mg IV Q 2hrs PRN	(1) Morphine 4mg/ml Inj @ 00:42	Not legible	"MSO4 given for pat comfort and pain control" @ 01:00	None
04/25/08	600000037	Morphine Sulfate 4mg IV Q 2hrs PRN	(1) Morphine 4mg/ml Inj @ 07:12	Not legible	Not documented as administered	None
05/02/08	600000035	Clonazepam 1mg PO @ Bedtime	(1) Clonazepam 1mg Tab @ 19:55	Documented as administered @ 19:00	Not documented as administered	None
05/02/08	600000035	Hydrocodone - Acetaminophen 15ml PEG Q 4hrs PRN	(1) Hydrocodone - Acetaminophen 7.5/500mg/15ml Soln @ 22:20	Documented as an "error" @ 23:30	Not documented as administered	None
05/02/08	600000039	Hydrocodone - Acetaminophen 1 Tab PO Q 4hrs PRN	(1) Hydrocodone/ APAP 5/325mg @ 23:07	Not documented as administered	Not documented as administered	None
05/03/08	600000035	Hydrocodone - Acetaminophen 15ml PEG Q 4hrs PRN	(1) Hydrocodone - Acetaminophen 7.5/500mg/15ml Soln @ 05:21	Documented as administered @ 05:45	Not documented as administered	None
05/03/08	600000035	Xanax 0.5mg PO Q 6hrs PRN anxiety	(1) Alprazolam 0.5mg @ 05:21	Documented as administered @ 05:45	Not documented as administered	None
05/05/08	600000038	Hydromorphone HCL 4mg IV Q 2hrs PRN	(1) Hydromorphone 4mg/ml Inj @ 09:25	Documented as administered @ 09:30	Not documented as administered	Waste @ 12:47
05/05/08	600000038	None	(1) Alprazolam 0.5mg @ 09:28	Not documented as administered	Not documented as administered	None
05/05/08	600000039	Diphenhydramine HCL 25mg/10ml 25mg PEG Q 6hrs PRN 10ml	(1) Diphenhydramine 25mg 10ml Elix @ 13:45	Documented as administered @ 14:00	Not documented as administered	None
05/05/08	600000038	Hydromorphone HCL 4mg IV Q 2hrs PRN	(1) Hydromorphone 4mg/4ml Inj @ 15:44	Not documented as administered	Not documented as administered	Returned @ 18:40
05/05/08	600000038	Promethazine HCL 25mg IV Q 4hrs PRN	(1) Promethazine 25mg/ml Inj @ 17:13	Documented as administered @ 17:15	Not documented as administered	None
05/05/08	600000038	Lorazepam 0.5mg IV Q 6hrs PRN	(1) Lorazepam 2mg/ml Inj @ 17:13	Documented as administered @ 17:00	Not documented as administered	Waste @ 17:20

05/05/08	600000035	Hydrocodone - Acetaminophen 15ml PEG Q 4hrs PRN	(1) Hydrocodone - Acetaminophen 7.5/500mg/15ml Soln @ 17:49	Documented as administered @ 18:00	Not documented as administered	None
05/05/08	600000035	Xanax 0.5mg PO Q 6hrs PRN anxiety	(1) Alprazolam 0.5mg @ 17:50	Documented as administered @ 18:00	Not documented as administered	None

Respondent's conduct was likely to injure the patient in that subsequent care givers would rely on his documentation to further medicate the patients which could result in an overdose.

16. On or about April 25, 2008, through May 5, 2008, while employed as a Registered Nurse at Ethicus Hospital Grapevine, Grapevine, Texas, Respondent admitted that he misappropriated controlled substances from the facility and patients thereof. Respondent's conduct was likely to defraud the facility and patients of the cost of the medication.
17. On or about May 5, 2008, while employed as a Registered Nurse at Ethicus Hospital Grapevine, Grapevine, Texas, Respondent lacked fitness to practice professional nursing in that he was very flushed, was itching and scratching various parts of his body, appeared to be very anxious, was unable to maintain eye contact, and had trouble keeping his thoughts in order. Respondent's condition could have affected his ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected his ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
18. On or about January of 2009, through April of 2009, while employed as a Registered Nurse with Carswell Federal Medical Center, Fort Worth, Texas, Respondent misappropriated Morphine and Oxycontin belonging to the facility and the patients thereof. Respondent's conduct was likely to defraud the facility and patients of the cost of the medication.
19. On or about July 15, 2009, through November 19, 2009, while employed as a Registered Nurse with Seasons Hospice and Palliative Care of Texas, Fort Worth, Texas, Respondent failed to properly waste the unused portions of medications. Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).
20. On or about July 15, 2009, through November 19, 2009, while employed as a Registered Nurse with Seasons Hospice and Palliative Care of Texas, Fort Worth, Texas, Respondent misappropriated, or failed to take appropriate precautions to prevent the misappropriation of medications. Respondent's conduct was likely to defraud the facility and patients of the cost of the medication.
21. On or about February 5, 2010, through February 26, 2010, while employed as a Registered Nurse with Texas Hospice, Fort Worth, Texas, Respondent failed to document home visits that he made on all of his assigned home health patients' medical record. Respondent's conduct deprived subsequent caregivers of essential information on which to base ongoing medical care.

22. Respondent states December 7, 2009, as his date of sobriety. Respondent states that he is willing to seek treatment and wants the opportunity to build his recovery so that he can be a productive member of the nursing profession.
23. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove a violation of Section 301.452(b)(9),(10),(12)&(13), Texas Occupations Code, 22 TEX. ADMIN. CODE §217.11(1)(A),(B),(C)&(D), and 22 TEX. ADMIN. CODE §217.12(1)(B),(4),(5),(6)(A),(G)&(H),(8),(10)(A),(B),(C),&(D)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 678146, heretofore issued to JONATHAN ROSS HARRAID, including revocation of Respondent's license to practice nursing in the State of Texas.

#### ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 678146, previously issued to JONATHAN ROSS HARRAID, to practice nursing in Texas is hereby SUSPENDED and said suspension is ENFORCED until Respondent completes a treatment program approved by the Board, provides documentation of successful completion, and has obtained twelve (12) consecutive months of sobriety. Any relapse prior to the completion of the twelve (12) consecutive months of sobriety will result in an extension of the enforced suspension until such twelve (12) consecutive months of sobriety and additional treatment have been attained.

IT IS FURTHER ORDERED that Permanent Certificate Number 678146 previously issued to JONATHAN ROSS HARRAID, upon receipt of this Order, be immediately delivered to the office of the Texas Board of Nursing.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this order the Respondent may not work outside the State of Texas pursuant to a nurse licensure compact privilege without the written permission of the Texas Board of Nursing and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED, upon verification of successful completion of the approved treatment and twelve (12) consecutive months of sobriety as set out in this Order, the Suspension will be STAYED, and RESPONDENT will be placed on PROBATION for three (3) years with the following agreed terms of probation:

(1) RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.*, and this Order.

(2) RESPONDENT SHALL pay all re-registration fees, if applicable, and RESPONDENT'S licensure status in the State of Texas will be updated to reflect the applicable conditions outlined herein.

(3) RESPONDENT SHALL pay a monetary fine and monitoring fee in the amount of five hundred (\$500) dollars. RESPONDENT SHALL pay this fine within forty-five (45) days of the suspension being stayed. Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

(4) ~~RESPONDENT SHALL~~, within one (1) year of the suspension being stayed, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*  
*<http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>*

(5) RESPONDENT SHALL, within one (1) year of the suspension being stayed, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Information regarding this workshop may be found at the following web address: <http://ncsbn.hivelive.com/hives/a0f6f3e8a0/summary>*

**IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING PROBATION CONDITIONS FOR THREE (3) YEARS OF EMPLOYMENT. THE LENGTH OF THE PROBATIONARY PERIOD WILL BE EXTENDED UNTIL SUCH THIRTY-SIX (36) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) LICENSE WILL NOT APPLY TO THIS PROBATIONARY PERIOD:**

(6) RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the probation conditions on RESPONDENT's license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(7) RESPONDENT SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.

(8) For the first year of employment as a nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse. Direct supervision requires another nurse to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on regularly assigned, identified and predetermined

unit(s). The RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(9) For the remainder of the probation period, RESPONDENT SHALL be supervised by a Registered Nurse who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(10) RESPONDENT SHALL NOT practice as a nurse on the night shift, rotate shifts, work overtime, accept on-call assignments, or be used for coverage on any unit other than the identified, predetermined unit(s) to which Respondent is regularly assigned for one (1) year of employment as a nurse.

(11) RESPONDENT SHALL NOT practice as a nurse in any critical care area for one (1) year of employment as a nurse. Critical care areas include, but are not limited to, intensive care units, emergency rooms, operating rooms, telemetry units, recovery rooms, and labor and delivery units.

(12) RESPONDENT SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates for one (1) year of employment as a nurse.

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(13) RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the Respondent by the Board, periodic reports as to RESPONDENT's capability to practice nursing. These reports shall be completed by the nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) months for three (3) years of employment as a nurse.

(14) RESPONDENT SHALL abstain from the consumption of alcohol, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates, and/or the use of controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, RESPONDENT SHALL CAUSE the licensed practitioner to submit a written report identifying the medication, dosage and the date the medication was prescribed. The report shall be submitted directly to the office of the Board by the prescribing practitioner, within ten (10) days of the date of the prescription. **In the event that prescriptions for controlled substances are required for periods of two (2) weeks or longer, the Board may require and RESPONDENT SHALL submit to an evaluation by a Board approved physician specializing in Pain Management or Psychiatry. The performing evaluator will submit a written report to the Board's office, including results of the evaluation, clinical indications for the prescriptions, and recommendations for on-going treatment within thirty (30) days from the Board's request.**

(15) RESPONDENT SHALL submit to random periodic screens for controlled substances, tramadol hydrochloride (Ultram), and alcohol. For the first three (3) month period, random screens shall be performed at least once per week. For the next three (3) month period, random screens shall be performed at least twice per month. For the next six (6) month period, random screens shall be performed at least once per month. For the remainder of the probation period, random screens shall be performed at least once every three (3) months. All random screens SHALL BE conducted through urinalysis. Screens obtained through urinalysis are the sole method accepted by the Board.

~~Specimens shall be screened for at least the following substances:~~

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine
Ethanol	Propoxyphene
tramadol hydrochloride (Ultram)	

A Board representative may appear at the RESPONDENT's place of employment at any time during the probation period and require RESPONDENT to produce a specimen for screening.

All screens shall be properly monitored and produced in accordance with the Board's policy on Random Drug Testing. A complete chain of custody shall be maintained for each specimen obtained and analyzed. RESPONDENT SHALL be responsible for the costs of all random drug screening during the probation period.

Any positive result for which the nurse does not have a valid prescription or failure to report for a drug screen, which may be considered the same as a positive result, will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action including EMERGENCY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Respondent's license and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

(16) RESPONDENT SHALL attend at least two (2) support group meetings each week, one of which must be for substance abuse and provided by Alcoholics Anonymous, Narcotics Anonymous, or another comparable recovery program that has been pre-approved by the Board. RESPONDENT SHALL provide acceptable evidence of attendance. Acceptable evidence shall consist of a written record of at least: the date of each meeting; the name of each group attended; and

~~the signature and printed name of the chairperson of each group attended by RESPONDENT.~~

RESPONDENT SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) months. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

IT IS FURTHER AGREED and ORDERED that if during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license, the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT's license to practice nursing in the State of Texas and RESPONDENT shall be eligible for nurse licensure compact privileges, if any.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT shall be eligible for nurse licensure compact privileges, if any.

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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order.

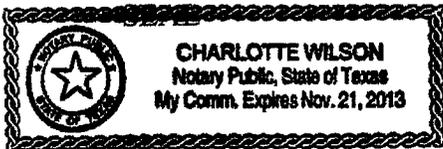
I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter.

I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 19<sup>th</sup> day of May, 2010.

Jonathan Ross HARRAID  
JONATHAN ROSS HARRAID, Respondent

Sworn to and subscribed before me this 19 day of MAY, 2010.



Charlotte Wilson  
Notary Public in and for the State of TEXAS

~~WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby~~  
ratify and adopt the Agreed Order that was signed on the 19th day of May, 2010, by  
JONATHAN ROSS HARRAID, Registered Nurse License Number 678146, and said Order is final.

Effective this 22nd day of July, 2010.

*Katherine A. Thomas*

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Katherine A. Thomas, MN, RN  
Executive Director on behalf  
of said Board

