BEFORE THE TEXAS BOARD OF NURSING

****

In the Matter of Registered Nurse	§	AGREED
License Number 699682	§	
issued to RUTH BEULAH CHARLES	§	ORDER

BOARD OF NURSING TEXAS
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.
Executive Director of the Board

On this day the Texas Board of Nursing, hereinafter referred to as the Bo considered the matter of RUTH BEULAH CHARLES, Registered Nurse License Number 699(hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order offered on January 3, 2010, by Katherine A. Thomas, MN, RN, Executive Director, subject to ratification by the Board.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on 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 is currently licensed to practice professional nursing in the State of Texas.

4. Respondent received a Baccalaureate Degree in Nursing from Seventh-Day Adventist's Hospital, Surat, Gujarat, India, on July 15, 1988. Respondent was licensed to practice professional nursing in the State of Texas on August 12, 2003.

5. Respondent's nursing employment history includes:

08/2003 - 10/2004	Staff Nurse	Providence Memorial Hospital El Paso, Texas

Respondent's nursing employment history continued:

11/2004 - 01/2008	Staff Nurse	Las Palmas Medical Center El Paso, Texas
02/2008 - Present	Unknown	

6. On or about June 14, 2005, Respondent's license to practice professional nursing in the State of Texas was issued the sanction of Reprimand with Stipulations through an Agreed Order by the Board of Nurse Examiners for the State of Texas. A copy of the Agreed Order, Findings of Fact, Conclusions of Law and Order dated June 14, 2005, is attached and incorporated herein by reference as part of this Order.

7. At the time of the incident in Finding of Fact Number Eight (8), Respondent was employed as a Staff Nurse with Las Palmas Medical Center, El Paso, Texas, and had been in this position for three (3) years.

8. On or about November 13, 2007, while employed as a Staff Nurse with Las Palmas Medical Center, El Paso, Texas, Respondent failed to administer chemotherapy medications to Patient JL, as ordered by the physician. On November 12, 2007, the physician ordered administration of three chemotherapy medications, Rituxan, Liposomal Daunorubicin, and Cytarabine. The physician's orders were very difficult to read and unclear; however, Respondent failed to clarify the order with the physician, as required, and did not discuss the order with the pharmacist working that night. Respondent did contact the physician to inform him that the Liposomal Daunorubicin was not available from the Pharmacy. Although the Charge Nurse, who reviewed the order with Respondent, directed her to fax the Chemotherapy forms to the Pharmacy to verify the calculations, Respondent failed to do so. As a result, the next day Respondent erroneously administered Cytarabine twenty-three (23) minutes after the completion of Rituxan, instead of six (6) hours after completion, as ordered, and erroneously infused Cytarabine in six (6) hours instead of the ordered forty-eight (48) hours. Respondent's conduct was likely to injure the patient in that failure to administer the medication as ordered could have resulted in non-efficacious treatment.

9. In response to the incident in Finding of Fact Number Eight (8), Respondent states that she filled three separate Chemotherapy Verification forms for each drug, with the help of the Charge Nurse, and they interpreted the Cytarabine to be given over six (6) hours. Respondent asserts that this was her first or second time after being certified as a chemotherapy nurse to fill the forms, so being fairly inexperienced, she asked many questions, and the Charge Nurse repeatedly told her, "Just fill it and send it, the pharmacy has the doctor's orders, they will make the necessary corrections, and if need be, they will call the doctor also and let us know of any changes." Respondent states that she transcribed part of the order to the chemotherapy form, but did not write "the whole thing" as she knew the pharmacy, who enters the doctors' orders into the electronic medication administration

record (EMAR), had a copy of the orders, and they have a better understanding of the order. Respondent asserts that she did not fax the chemotherapy verification form to the Pharmacy, as instructed, because she was not satisfied with the answer the Charge Nurse gave her and she wanted the form to be checked so that if something was wrong it could be corrected. According to Respondent, there was no one else that night to verify if the forms had been completed correctly so in an effort to provide safe administration of the medication, she "handed over" the chemotherapy forms to the day shift Charge Nurse, and explained to her that she needed someone to go through her papers before they were faxed to the pharmacy, as she was not sure she had done them correctly. Respondent contends that the day shift Charge Nurse told her to sign the incomplete chemotherapy verification forms, give them to her, and she would take care of it, so Respondent "hesitantly" signed the papers thinking the Charge Nurse would take care of any needed corrections and let the Pharmacy know. Respondent states that she will regret that she innocently trusted a follow colleague to follow up with something that she should have done just by staying a little longer before she left her shift. Respondent asserts that she followed the hospital protocol, checking the medication after reading the physician's order, tallying information with the chemotherapy verification form and signing the paper. Respondent states that the doctor's orders were not clear and added to the confusion, but she was intimidated by the working atmosphere, that the Unit Director "had ordered" that approval was needed from the Charge Nurse to call the doctor to clarify an order and she feared that she would have been written up if she had independently contacted the physician. Respondent concludes that she regrets what happened, is thankful there were no ill effects, and she "strongly" contends that both the pharmacy and the Charge Nurse were responsible for the error, along with herself, noting that all three individuals signed the chemotherapy verification form prior to administration. Finally, the Pharmacist calculated and labeled the chemotherapy administration for six hours of administration, which was the next drug on the EMAR following the Rituxan.

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 violations of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(C),(1)(N)&(1)(P) and 217.12(1)(A),(1)(B)&(4).

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 699682, heretofore issued to RUTH BEULAH CHARLES, including revocation of Respondent's license to practice professional 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 699682, previously issued to RUTH BEULAH CHARLES, to practice professional nursing in Texas is hereby SUSPENDED for a period of two (2) years with the suspension STAYED and Respondent is hereby placed on PROBATION for two years with the following agreed terms of probation:

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate privilege, 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 Respondent may not work outside the State of Texas pursuant to a multistate licensure 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.

(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.

within ten (10) days of the date of this Order.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, 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 <u>not</u> 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. *Information regarding Board-approved courses in Texas Nursing Jurisprudence may be found at the following Board website address: http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html.*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in medication administration. 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. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour clinical component which is to be provided by the same Registered Nurse who provides the didactic portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful

completion of the course. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor 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.*

(4) RESPONDENT SHALL, within one (1) year of entry of this Order, 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://www.learningext.com/products/generalce/critical/ctabout.asp.*

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 TWO (2) YEARS OF EMPLOYMENT. THE LENGTH OF THE PROBATIONARY

PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY-FOUR (24) 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:

(5) RESPONDENT SHALL notify each present employer 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 present employer within five (5) days of receipt of this Order. 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.

(6) 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.

(7) For the first year of employment as a Registered Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse. Direct supervision requires another professional 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.

(8) 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.

(9) 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 Registered 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) month period for two (2) years of employment as a nurse.

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 licence and RESPONDENT shall be eligible for multistate licensure privileges, if any, to practice nursing in the State of Texas.

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 professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 22 day of February, 2010.

Charles

RUTH BEULAH CHARLES, Respondent

Sworn to and subscribed before me this 22 day of February, 2010.

SEAL

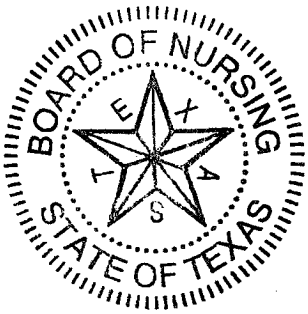
JULIETTE GAMON
Notary Public, State of Texas
My Commission Expires
April 21, 2013

Juliette Gamon

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 22nd day of February, 2010, by RUTH BEULAH CHARLES, Registered Nurse License Number 699682, and said Order is final.

Effective this 23rd day of March, 2010.



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

BEFORE THE BOARD OF NURSE EXAMINERS
FOR THE STATE OF TEXAS
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In the Matter of Registered Nurse	§	AGREED
License Number 699682	§	
issued to RUTH CHRISTOPHER CHARLES	§	ORDER

On this day the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, considered the matter of RUTH CHRISTOPHER CHARLES, Registered Nurse License Number 699682, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on April 10, 2005, by Katherine A. Thomas, MN, RN, Executive Director, subject to ratification by the Board.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on 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 conference, notice and hearing, and agreed to the entry of this Order.

3. Respondent is currently licensed to practice professional nursing in the State of Texas.

4. Respondent received a Diploma in Nursing from Surat Hospital School of Nursing, Surat, Gujarat, India, on July 15, 1988. Respondent was licensed to practice professional nursing in the State of Texas on August 12, 2003.

5. Respondent's professional nursing employment history includes:

08/2003 - 10/2004	Staff Nurse	Providence Memorial Hospital El Paso, Texas
11/2004 - Present	Unknown	

6. At the time of the initial incident in Finding of Fact Number Seven (7), Respondent was employed as a Staff Nurse with Providence Memorial Hospital, El Paso, Texas, and had been in this position for one (1) year and one (1) month.

7. On or about September 7, 2004, while employed as a Staff Nurse with Providence Memorial Hospital, El Paso, Texas, Respondent asserts that she re-assessed the blood pressure of Patient Number 58759572 eleven (11) additional times throughout her shift. However, Respondent failed to document in the medical record of Patient Number 58759572 that she re-assessed the patient's low blood pressure for changes this additional eleven (11) times. Respondent's conduct resulted in an incomplete medical record, and was likely to injure the patient in that subsequent care givers would not have accurate information on which to base their care decisions.

8. On or about September 7, 2004, while employed as a Staff Nurse with Providence Memorial Hospital, El Paso, Texas, Respondent failed to assess and document in the medical record an assessment of the aforementioned patient's pulse and respiratory status, including lung sounds and respiratory quality, throughout her shift and notably when the patient experienced a further reduction in blood pressure and complained of shortness of breath. Respondent's conduct was likely to injure the patient from undetected changes of condition that may have progressed without benefit of medical care.

9. On or about September 7, 2004, while employed as a Staff Nurse with Providence Memorial Hospital, El Paso, Texas, Respondent failed to notify the physician regarding changes in the aforementioned patient's condition, including the further reduction in the patient's blood pressure, complaints of shortness of breath, and continued complaints of pain in the patient's shoulders. Respondent states that, based upon an earlier conversation with the physician, she attributed the patient's continued complaints of shoulder pain as being residual pain from a recent automobile accident. Respondent's conduct was likely to injure the patient in that it deprived the physician of vital information needed to institute timely and appropriate medical interventions.

10. On or about September 7, 2004, while employed as a Staff Nurse with Providence Memorial Hospital, El Paso, Texas, Respondent failed to timely obtain and report to the physician the results of an electrocardiogram ordered earlier in Respondent's shift. Consequently, the results of the electrocardiogram, which indicated the presence of ischemic changes associated with a probable heart attack, were not communicated to the physician until nine (9) hours after they were available. An additional nine (9) hours later, and after being transferred to the Intensive Care Unit, the patient experienced cardiopulmonary arrest and expired. Respondent's conduct resulted in a delay of emergency medical care and may have contributed to the patient's demise.

11. In response to the incident in Finding of Fact Number Ten (10), Respondent states that she was not notified of the electrocardiogram results when they were available and was unaware that the results had been placed in the medical record instead of being called to her attention. As a consequence of this event, Respondent states the facility has implemented a change in procedure which now requires Electrocardiogram Technicians to hand deliver the results of each electrocardiogram directly to a nurse.

12. On or about November 4, 2004, Respondent completed a Board-approved course in Texas nursing jurisprudence, which would have been a requirement of this order.

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 violations of Section 301.452(b)(10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(2)&(4).

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 699682, heretofore issued to RUTH CHRISTOPHER CHARLES, including revocation of Respondent's license to practice professional nursing in the State of Texas.

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ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Board of Nurse Examiners, that RESPONDENT SHALL receive the sanction of a REPRIMAND WITH STIPULATIONS, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 *et seq.* and this Order.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate licensure privilege, if any, to practice professional nursing in compact states.

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

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL deliver the wallet-sized license issued to RUTH CHRISTOPHER CHARLES, to the office of the Board of Nurse Examiners within ten (10) days from the date of ratification of this Order for appropriate notation.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in physical assessment. RESPONDENT SHALL obtain Board approval of the course prior to enrollment. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include Nurses. The didactic portion of this

course shall be a minimum of six (6) hours in length. RESPONDENT SHALL perform physical assessments on live patients in a clinical setting for a minimum of twenty-four (24) hours. The clinical component SHALL focus on tasks of physical assessment only and shall be provided by the same Registered Nurse who provides the didactic portion of this course. To be approved, the course shall cover all systems of the body. Performing assessments on mock patients or mannequins WILL NOT be accepted. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor 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 on the Board's website, www.bne.state.tx.us (under BNE events).*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. 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. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. RESPONDENT

SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office 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 on the Board's website, www.bne.state.tx.us (under BNE events).*

IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A REGISTERED 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 STIPULATIONS FOR TWO (2) YEARS OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY-FOUR (24) 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 STIPULATION PERIOD:

(4) RESPONDENT SHALL notify each present employer in professional nursing of this Order of the Board and the stipulations 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 present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in professional nursing of this Order of the Board and the stipulations 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.

(5) RESPONDENT SHALL CAUSE each present employer in professional 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 professional nurse.

(6) For the first year of employment as a Registered Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse. Direct supervision requires another professional 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.

(7) For the remainder of the stipulation 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.

(8) 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 professional nursing. These reports shall be completed by the Registered 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 two (2) years of employment as a professional nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice professional 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 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 professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 29th day of April, 2005.

RUTH CHRISTOPHER CHARLES, Respondent

Sworn to and subscribed before me this 29 day of April, 2005.

SEAL

Notary Public in and for the State of TX

JENNIFER M. LUJAN
Notary Public, State of Texas
My Commission Expires
March 04, 2009

WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners for the State of Texas does hereby ratify and adopt the Agreed Order that was signed on the 29th day of April, 2005, by RUTH CHRISTOPHER CHARLES, Registered Nurse License Number 699682, and said Order is final.

Effective this 14th day of June, 2005.

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