

L. MITCHELL JONES (U.S.B. 5979)
Assistant Attorney General
MARK L. SHURTLEFF (U.S.B. 4666)
Attorney General
Commercial Enforcement Division
Heber M. Wells Building
Box 146741
Salt Lake City, UT 84114-6741
TEL: (801) 366-0310

**BEFORE THE DIVISION OF OCCUPATIONAL AND PROFESSIONAL LICENSING
OF THE DEPARTMENT OF COMMERCE
OF THE STATE OF UTAH**

IN THE MATTER OF THE LICENSE OF)
DEBRA A. PITTMAN) STIPULATION AND ORDER
TO PRACTICE AS A)
REGISTERED NURSE) CASE NO. DOPL 2012- 532
IN THE STATE OF UTAH)

DEBRA A. PITTMAN ("Respondent") and the **DIVISION OF OCCUPATIONAL
AND PROFESSIONAL LICENSING** of the Department of Commerce of the State of Utah
("Division") stipulate and agree as follows:

1. Respondent admits the jurisdiction of the Division over Respondent and over the subject matter of this action.
2. Respondent acknowledges that Respondent enters into this Stipulation knowingly and voluntarily.

3. Respondent understands that Respondent has the right to be represented by counsel in this matter and Respondent's signature below signifies that Respondent has either consulted with an attorney or Respondent waives Respondent's right to counsel in this matter.

4. Respondent understands that Respondent is entitled to a hearing before the State of Utah's Board of Nursing ("the Board"), or other Division Presiding Officer, at which time Respondent may present evidence on Respondent's own behalf, call witnesses, and confront adverse witnesses. Respondent understands that by signing this document Respondent hereby waives the right to a hearing, the right to present evidence on Respondent's own behalf, the right to call witnesses, the right to confront adverse witnesses, and any other rights to which Respondent may be entitled in connection with said hearing. Respondent understands that by signing this document Respondent waives all rights to any administrative and judicial review as set forth in Utah Code Ann. §§ 63G-4-301 through 63G-4-405 and Utah Administrative Code R151-46b-12 through R151-46b-15. Respondent and the Division hereby express their intent that this matter be resolved expeditiously through stipulation as contemplated in Utah Code Ann. § 63G-4-102(4).

5. Respondent waives the right to the issuance of a Petition and a Notice of Agency Action in this matter

6. Respondent understands that this Stipulation and Order, if adopted by the Director of the Division, will be classified as a public document. The Division may release this Stipulation and Order, and will release other information about this disciplinary action against Respondent's license, to other persons and entities.

7. Respondent neither admits nor denies the following, but agrees that the Division shall make the following findings of fact:

- a. Respondent was first licensed as a registered nurse in the State of Utah on or about February 16, 2007.
- b. In July 2012 an administrative hearing was held before Adult Protective Services, where a finding was made that Respondent engaged in emotional abuse.
- c. After the hearing the Utah Department of Human Services made, among other findings, the following findings of fact:
 - (i) On or about November 26, 2011 Respondent told two aides to take a mentally disabled patient with a urinary problem to the bathroom and have him sit on the toilet until he urinated.
 - (ii) The patient was in the bathroom naked for 55-60 minutes.
 - (iii) Respondent told the patient he could sit there all night.
 - (iv) Respondent blocked the door so the patient could not leave.
- d. Respondent's employment at the Utah State Hospital was terminated because of the incident.
- e. Respondent states that neither of the two aides informed Respondent that the patient appeared to be in distress, Respondent was attempting to help her staff in a difficult situation, and she was frustrated with the patient's behavior Respondent states that she did not intend to block the bathroom door, but was attempting to help her staff with this patient and monitor the rest of the unit she was for which she was responsible.

8. Respondent, while neither admitting nor denying the findings of fact above, agree that the findings of fact above constitute unprofessional conduct as defined in Utah Code Ann. § 58-1-501(2)(a) and (b), and Principles 1.1 and 2.1 of the Code of Ethics for Nurses with Interpretive Statements of the American Nurses Association Respondent agrees by engaging in such conduct the Division is justified in taking disciplinary action against Respondent's license pursuant to

Utah Code Ann. § 58-1-401(2)(a). Respondent agrees that an Order, which constitutes disciplinary action against Respondent's license by the Division pursuant to Utah Administrative Code R156-1-102(6) and Utah Code Ann. § 58-1-401(2), may be issued in this matter providing for the following action against Respondent's license:

- (1) Respondent's license shall be immediately suspended if Respondent does not successfully complete paragraphs 8(1)(o), (p) and (q) below within 90 days of the effective date of this Stipulation and Order. Respondent's license shall be subject to a term of probation for a period of three years. The period of probation shall commence on the date the Division Director signs the accompanying Order. During the period of probation Respondent's license shall be subject to all of the following terms and conditions. If the Board or Division later deems any of the conditions unnecessary such deletions may be made by an amended order issued unilaterally by the Division.
 - a. For the remainder of the duration of probation, Respondent shall meet with the Board or with the Division, every six months, or as otherwise directed by the Division and Board. Respondent shall meet with the Board at the Board's next scheduled meeting following the signing of the accompanying Order. Respondent shall meet with a Division staff person prior to Respondent's first meeting with the Board to review this agreement.
 - b. Respondent shall notify any employer of Respondent's restricted status and the terms of this agreement. Respondent shall further cause Respondent's employer to submit performance evaluations to the Board at the frequency set forth in subparagraph (g) below, or as otherwise directed by the Division or Board. The receipt of an unfavorable report may be considered to be a violation of probation. If Respondent is not employed as a nurse, Respondent shall submit the employer report form on the date it is due and indicate on that form that Respondent's current employment is not in nursing or that Respondent is not currently working.
 - c. Respondent shall provide to Respondent's employer(s) and/or school of nursing a copy of this Stipulation and Order and cause each employer or school of nursing to acknowledge to the Board in writing, that a copy of this Stipulation and Order has been provided to the employer and/or school of nursing.

- d. Except for the employment described in subparagraph (f) below, Respondent shall not work for a nursing registry, traveling nurse agency, nursing float pool, home health agency, hospice, temporary employment agency, or school of nursing. Respondent shall not work in any setting in which nursing supervision is unavailable.
- e. Within any 14-day period Respondent shall not work more than 84 hours. Respondent may work three 12-hour shifts in one seven day period and four 12-hour shifts in the other seven day period, but Respondent may not work more than three consecutive 12-hour shifts. Respondent shall not work two consecutive 8-hour shifts within a 24-hour period or be scheduled work 16 hours within a 24-hour period. In the event Respondent does not practice as a nurse for a period of sixty (60) days or longer, Respondent shall notify the Board in writing of the date Respondent ceased practicing. The period of time in which Respondent does not practice shall not be counted toward the time period of this Stipulation and Order. It shall be within the discretion of the Board to modify this requirement if Respondent satisfactorily explains to the Board that compliance in Respondent's case was impractical or unduly burdensome. Respondent must work at least sixteen (16) hours per week to be considered "practicing" in Respondent's profession
- f. Respondent may continue to work with her current home health agency until her current assignment with a six-month old boy ends. The Board may then approve home health agency assignments on a case by case basis based in part upon her work performance reviews. Respondent shall comply with any restrictions placed on Respondent by the Board for those assignments. Respondent's home health agency supervisor shall submit supervisor reports as set forth in this subparagraph. Otherwise, Respondent shall practice only under the direct supervision of a registered nurse or a licensed physician in good standing with the Division. The supervising nurse or supervising physician shall be primarily one (1) person who may periodically delegate her supervisory responsibilities over Respondent to other qualified personnel. The supervising nurse or supervising physician shall be approved by the Division and Board. Respondent shall cause Respondent's supervisor to read this Stipulation and Order in its entirety and cause the supervisor to provide input on Respondent's employer evaluations to the Division and Board. The supervisor reports shall

be submitted to the Division and Board on pre-approved forms, at the frequency set forth in subparagraph (g) below. "Direct supervision" as defined in Utah Administrative Code R156-1-102a(4)(a) means that the supervising licensee is present and available for face-to-face communication with Respondent when and where nursing services are being provided.

- g. All reports and documentation required in this Stipulation and Order shall be submitted to the Board on a monthly basis, on the first day of each month, for the first six months of probation. If Respondent is in compliance with all terms and conditions of the Order at the end of that time, all reports and documentation shall be submitted on a quarterly basis for the remainder of probation. If Respondent is not in compliance with all terms and conditions of the Order by the end of the first six (6) months of probation, all reports and documentation shall be submitted on a monthly basis until Respondent is in compliance with the Order, after which all reports shall be submitted on a quarterly basis.
- h. Respondent agrees not to practice nursing in any other state that is a party to the Nurse Licensure Compact without prior authorization from such other party state.
- i. Respondent shall notify the Board in writing within one (1) week of any change of employer, employment status, or practice status. This notification is required regardless of whether Respondent is employed in Respondent's profession.
- j. If Respondent leaves the State of Utah for a period longer than sixty (60) days, Respondent shall notify the Division and Board in writing of the dates of Respondent's departure and return. The licensing authorities of the jurisdiction to which Respondent moves shall be notified by Respondent in writing of the provisions of this Stipulation and Order. Periods of residency or practice outside the State of Utah may apply to the reduction of the period this Stipulation and Order is in effect, if the new state of residency places equal or greater conditions upon the Respondent as those contained in this Stipulation and Order.
- k. If Respondent is arrested or charged with a criminal offense by any law enforcement agency, in any jurisdiction, inside or outside the State of Utah, for any reason, or should Respondent be admitted as a patient to any institution in this state or elsewhere for treatment

regarding the abuse of or dependence on any chemical substance, or for treatment for any emotional or psychological disorder, Respondent agrees to cause the Division and Board to be notified immediately. If Respondent at any time during the period of this agreement is convicted of a criminal offense of any kind, or enters a plea in abeyance to a criminal offense of any kind, including a pending criminal charge, the Division may take appropriate action against Respondent, including imposing appropriate sanctions, after notice and opportunity for hearing. Such sanctions may include revocation or suspension of Respondent's license, or other appropriate sanctions.

- l. Respondent shall maintain an active license at all times during the period of this agreement.
- m. Respondent shall immediately notify the Division in writing of any change in Respondent's residential or business address.
- n. Respondent shall submit reports on the date they are due and shall appear at scheduled meetings with the Division and Board promptly. Failure to do so shall be considered a violation of this Stipulation and Order.
- o. Respondent shall successfully complete a Thinking Errors course, which shall be pre-approved by the Division, within 90 days of the effective date of this Stipulation and Order. Respondent shall submit written proof of completion immediately following successful completion.
- p. Respondent shall successfully complete an ethics course, pre-approved by the Division and Board within 90 days of the effective date of this Stipulation and Order. Respondent shall submit written proof of completion immediately following successful completion.
- q. Respondent shall submit to the following course of treatment as part of Respondent's rehabilitation and at Respondent's own expense:
 1. Respondent shall successfully complete a psychological and a physical evaluation provided by Division-approved licensed providers within ninety (90) days of the effective date of this Stipulation and Order. Respondent shall contact

the Division-approved evaluators for initial appointments within 10 days of the effective date of this Stipulation and Order. Respondent shall schedule the initial appointment for each evaluation to be held within 45 days of the effective date of this Stipulation and Order. Respondent shall attend all appointments and follow-up appointments in a timely manner. Respondent shall cooperate fully with the evaluators to ensure fair and complete evaluations. Respondent shall notify the Division immediately after successfully completing each evaluation and inform the Division that Respondent has successfully completed each evaluation. Respondent agrees to cause the evaluation reports to be sent to the Division within 90 days of the effective date of this Order.

- ii. If Respondent fails to submit the evaluation(s) to the Division within the time stated above, the Division may take any action necessary pursuant to the Utah Administrative Procedures Act, Utah Code Annotated § 63-46b.

9. Upon approval by the Director of the Division, this Stipulation and Order shall be the final compromise and settlement of this non-criminal administrative matter. Respondent acknowledges that the Director is not required to accept the terms of this Stipulation and Order and that if the Director does not do so, this Stipulation and the representations contained therein shall be null and void, except that the Division and the Respondent waive any claim of bias or prejudice they might otherwise have with regard to the Director by virtue of his having reviewed this Stipulation, and this waiver shall survive such nullification.

10. Respondent shall abide by and comply with all applicable federal and state laws, regulations, rules and orders related to the Respondent's licensed practice. If the Division files a Petition alleging that Respondent has engaged in new misconduct or files an Order to Show Cause Petition alleging that Respondent has violated any of the terms and conditions contained in this Stipulation and Order, the period of Respondent's probation shall be tolled during the period

that the Petition or Order to Show Cause Petition has been filed and is unresolved.

11. This document constitutes the entire agreement between the parties and supersedes and cancels any and all prior negotiations, representations, understandings or agreements between the parties regarding the subject of this Stipulation and Order. There are no verbal agreements that modify, interpret, construe or affect this Stipulation. Respondent agrees not to take any action or make any public statement, that creates, or tends to create, the impression that any of the matters set forth in this Stipulation and Order are without factual basis. A public statement includes statements to one or more Board members during a meeting of the Board. Any such action or statement shall be considered a violation of this Stipulation and Order.

12. The accompanying Order becomes effective immediately upon the approval of this Stipulation and signing of the Order by the Division Director. Respondent shall comply with all the terms and conditions of this Stipulation immediately following the Division Director's signing of the Order page of this Stipulation and Order. Respondent shall comply with and timely complete all the terms and conditions of probation. If a time period for completion of a term or condition is not specifically set forth in the Stipulation and Order, Respondent agrees that the time period for completion of that term or condition shall be set by the Board. Failure to comply with and timely complete a term or condition shall constitute a violation of the Stipulation and Order and may subject Respondent to revocation or other sanctions.

13. If Respondent violates any term or condition of this Stipulation and Order, the Division may take action against Respondent, including imposing appropriate sanction, in the manner provided by law. Such sanction may include revocation or suspension of Respondent's license, or other appropriate sanction.

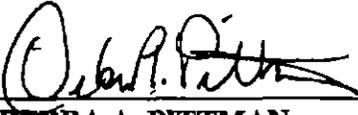
14. Respondent understands that the disciplinary action taken by the Division in this Stipulation and Order may adversely affect any license that Respondent may possess in another state or any application for licensure Respondent may submit in another state.

15. Respondent has read each and every paragraph contained in this Stipulation and Order. Respondent understands each and every paragraph contained in this Stipulation and Order. Respondent has no questions about any paragraph or provision contained in this Stipulation and Order.

DIVISION OF OCCUPATIONAL &
PROFESSIONAL LICENSING

RESPONDENT

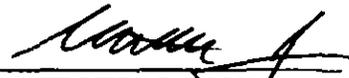
BY: 
DEBRA F. HOBBS, DNP, APRN, LSAC
Bureau Manager

BY: 
DEBRA A. PITTMAN
Respondent

DATE: 12/24/12

DATE: 12-24-12

MARK L. SHURTLEFF
ATTORNEY GENERAL

BY: 
L. MITCHELL JONES
Counsel for the Division

DATE: 24 Dec 12

ORDER

THE ABOVE STIPULATION, in the matter of **DEBRA A. PITTMAN**, is hereby approved by the Division of Occupational and Professional Licensing, and constitutes my Findings of Fact and Conclusions of Law in this matter. The issuance of this Order is disciplinary action pursuant to Utah Administrative Code R156-1-102(6) and Utah Code Ann. § 58-1-401(2). The terms and conditions of the Stipulation are incorporated herein and constitute my final Order in this case.

DATED this 27th day of December, 2012.

DIVISION OF OCCUPATIONAL AND
PROFESSIONAL LICENSING



MARK B. STEINAGEL
Director

Investigator Irene Woodford