

FILED

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New Jersey Board of Nursing

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STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC SAFETY
DIVISION OF CONSUMER AFFAIRS
BOARD OF NURSING

IN THE MATTER OF THE LICENSE OF :	Administrative Action
:	:
RONY MICHEL, R.N.	:
LICENSE # NO 12290200 :	ORDER OF REINSTATEMENT
:	OF LICENSE
TO PRACTICE NURSING IN THE :	:
STATE OF NEW JERSEY :	:

This matter was opened to the New Jersey State Board of Nursing (" Board") upon receipt of respondent's request for reinstatement of his nursing license. Respondent's nursing license had been suspended by means of a Final Order of Discipline entered on March 9, 2012, based upon respondent's failure to demonstrate completion of required continuing education for the 2008-2010 renewal period in violation of N.J.A.C. 13:37-5.3, and based upon his having submitted a communication to the Board demonstrating that he habitually

engaged in, or acquiesced in his colleagues engaging in, highly inappropriate and sexually charged conversations in the course of his employment as a nurse, in violation of N.J.S.A. 45:1-21(e).

Respondent was not to be reinstated until he had demonstrated completion of required continuing education, and until he had documented completion of outstanding continuing education and until he had undergone psychological evaluation under the auspices of the Recovery and Monitoring Program of New Jersey (RAMP), and until RAMP indicated that he was fit and competent to resume the practice of nursing.

Respondent enrolled in RAMP in March of 2012, and RAMP has indicated that respondent has complied with program requirements and is presently fit and competent to practice nursing. RAMP has submitted a communication in support of respondent's reinstatement, along with his continued RAMP participation as he resumes his nursing practice.

The Board finding that reinstatement of respondent's license to practice nursing is appropriate provided that he adheres to the conditions imposed by this order, and that the within Order is sufficiently protective of the public health, safety and welfare, in lieu of further proceedings, and for other good cause shown;

IT IS on this *28* day of *June*, 2013

HEREBY ORDERED AND AGREED that:

1. Respondent's petition for reinstatement of his license to practice nursing in New Jersey is granted upon review and approval of a completed application for reinstatement along with any requisite fees, information and the Criminal History Background Check.

2. Respondent shall refrain from the use of any and all potentially addictive substances except as prescribed by an authorized health care practitioner who is made aware of any Respondent's substance abuse history, if applicable. Respondent shall report any such use to RAMP in writing within five days of receiving such a prescription together with the name of the prescribing health care practitioner, the name of the drug, the quantity, frequency, expected length of use and reason for its use.

3. Respondent shall remain enrolled in, and remain compliant with, all of the terms and conditions of participation in the RAMP program. Respondent shall cause RAMP to inform the Board in writing if respondent is non-compliant with, or is terminated from or resigns from further participation in the program together with the reason for and complete documentation of the non-compliance, termination and/or resignation. Notification of the Board shall be within 24 hours of determination of non-compliance, termination or resignation, or as soon thereafter as is practicable. Respondent shall provide

RAMP's Director with a complete copy of the within Order.

4. Respondent shall provide a release to RAMP allowing RAMP to provide pertinent reports, records and other information pertaining to respondent to the Board. Respondent's signature on this order signifies respondent's waiver of any right to confidentiality with respect to these matters, and respondent's agreement that the Board may utilize any such reports, records and other information it receives from RAMP in any proceeding regarding respondent's licensure and that the Board may release any pertinent information in its possession to RAMP.

5. Respondent shall attend regular 12 step support group meetings or the equivalent, and nurse peer support group meetings, if required by RAMP. He shall attend individual counseling and psychiatric treatment until successful discharge, if required by RAMP. Respondent shall submit to random observed urine or hair testing if required by RAMP. Respondent's failure to submit to or provide a urine sample when requested shall be deemed to be a violation of the terms of this Order.

6. Respondent shall work only in settings approved by RAMP, and shall have access to or responsibility for administering, dispensing or ordering potentially addictive substances in the course of his employment, only if approved by RAMP. He shall not work more than 12 hours (excluding any additional time needed to meet documentation requirements) within

any 24 hour period nor more than 40 hours per week (excluding any additional time needed to meet documentation requirements), unless approved by RAMP.

7. Respondent shall provide to RAMP any and all reports required pursuant to her RAMP contract, including reports from her employer or self-assessment reports.

8. Respondent shall notify RAMP within 10 days of any change of address, or any termination, resignation or leave of absence from any place of nursing employment.

9. Respondent shall immediately inform each employer representative and nursing supervisor of the terms of this Order and provide them with a copy of the Order. Respondent shall ensure that each employer representative and nursing supervisor provides written notification on facility letterhead to RAMP acknowledging receipt of a copy of the within Order and its terms.

10. Respondent shall remain in RAMP until successful completion of the program. Upon successful completion of RAMP, respondent shall notify the Board in writing. Upon receipt of written notification from the Board, respondent may then be released from the requirements of this Order by written notification, without further order of the Board. Unless respondent has successfully completed RAMP, and received written notification from the Board that he is released from the

requirements of this Order, respondent may not modify the conditions of this order without submitting a written petition to the Board providing a detailed explanation of the basis for the modification request, and must then enter into a new, modified agreement with the Board in the event the Board grants respondent's petition for modification.

11. Any deviation from the terms of this Order without the prior written consent of the Board shall constitute a failure to comply with the terms of this Order. Upon receipt of any reliable information indicating that respondent has violated any term of this Order, respondent's license may be automatically suspended by the Board. Respondent, upon notice, may request a hearing to contest the entry of such an order. At any such hearing the sole issue shall be whether any of the information received regarding respondent was materially false. In addition, the Board reserves the right to bring further disciplinary action.

NEW JERSEY STATE BOARD OF NURSING

By: Patricia Murphy, PhD, APRN, FAAN
Patricia Ann Murphy, PhD, APRN, C
Board President

I have read and understand
the within Consent Order
and agree to be bound by
its terms

Rory Michel
Rory Michel, R.N.