

ROBERT LOUGY
ACTING ATTORNEY GENERAL OF NEW JERSEY
Division of Law
124 Halsey Street, 5TH Floor
P.O. Box 45029
Newark, New Jersey 07101
Attorney for the State Board of Nursing

By: Joshua M. Bengal
Deputy Attorney General
Tel. (973) 648-7457

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
: :
DEBRA LYNN THOMAS, LPN :
License No. 26NP05588600 : CONSENT ORDER
: :
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 information concerning Debra Lynn Thomas, LPN ("Respondent"). By Order filed June 3, 2011, Respondent's license to practice nursing in the State of New Jersey was suspended for a minimum of two years as she was unable to perform the functions of a licensee for medical or other reasons. The Order provided that prior to any reinstatement of her license Respondent would be required to provide requested information about her arrests and proof of completion of required continuing education, demonstrate that

she is fit and competent to resume nursing practice, and demonstrate that she has undergone evaluation and monitoring under the auspices of the Board's designated intervention program, the Recovery and Monitoring Program ("RAMP" or "program").

Respondent enrolled in and has been participating with RAMP. RAMP reports that Respondent has been compliant with the provisions of her monitoring agreement, including daily check-ins, random drug screens, monthly reporting, and attendance at 12-step meetings and weekly peer group meetings. RAMP supports Respondent's request for reinstatement of her license contingent upon her continued participation in the program.

The Board finds that, as a condition for reinstated and continued licensure, evaluation, testing, monitoring, and treatment are required to determine whether Respondent's practice as a nurse may jeopardize the safety and welfare of the public pursuant to N.J.S.A. 45:1-22(f) and to ensure that Respondent can properly discharge licensee functions pursuant to N.J.S.A. 45:1-22(e).

The Board finding 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 20th day of April, 2016

HEREBY ORDERED AND AGREED that:

1. Respondent's petition for reinstatement of her license to practice as a Licensed Professional Nurse in the State of New Jersey shall be granted pending Board review and approval of Respondent's reinstatement application and Respondent's completion of any criminal history background check. Respondent's application shall include payment of all necessary fees and proof of required continuing education.

2. Respondent shall continue participating with RAMP and shall comply with all of RAMP's terms and conditions. Respondent shall cause RAMP to inform the Board in writing if Respondent is non-compliant with, or is terminated or resigns from further participation in the program. Such report from RAMP shall include the reason for and complete documentation of any non-compliance, termination and/or resignation. RAMP shall notify the Board within 24 hours of RAMP's determination of non-compliance, termination or resignation, or as soon thereafter as is practicable. Respondent shall provide RAMP with a complete copy of the within Order.

3. Respondent shall follow all recommendations made by RAMP and/or an evaluator selected by RAMP for further treatment

and/or enrollment in RAMP. Respondent shall limit her nursing practice, if recommended by RAMP. Such recommendation may include Respondent's placing her license in inactive status.

4. Respondent shall provide a release to RAMP allowing RAMP to provide to the Board any and all pertinent reports, records and other information pertaining to Respondent. Respondent's signature on this Consent Order signifies Respondent's waiver of any right to confidentiality with respect to these matters between Respondent, RAMP, and the Board; 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 refrain from the use of any and all potentially addictive substances, including alcohol, except as prescribed by an authorized health care practitioner who is made aware of Respondent's substance use history and the Board's requirement that Respondent participate with RAMP. Respondent shall report any such prescription to RAMP in writing within five days of receiving such prescription, together with the name of the prescribing health care practitioner, the name of the

drug, the dosage, quantity, frequency, expected length of use and any and all reasons for its use.

6. Respondent shall attend regular 12-step support group meetings or the equivalent, and nurse peer support group meetings, as required by RAMP. She shall attend individual counseling and psychiatric treatment until successful discharge, as required by RAMP.

7. Respondent shall submit to random observed urine and or hair screens as required by RAMP. Respondent's failure to submit to or provide a urine or hair sample when requested shall be deemed to be a violation of the terms of this Consent Order. To avoid being in violation of this Consent Order, all screens shall be negative for the presence of drugs, unless the drugs detected by screening were properly taken pursuant to a valid prescription from a health care practitioner aware of Respondent's substance use history.

8. Respondent shall be responsible for all costs of urine and/or hair screens, enrollment/participation fees associated with RAMP, and/or further treatment and monitoring.

9. Respondent shall work only in settings approved by RAMP, and shall only have access to and/or responsibility for administering, dispensing and/or ordering potentially addictive

substances in the course of her employment if approved by RAMP. Respondent 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.

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

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

12. Respondent shall immediately inform each employer representative and nursing supervisor of the terms of this Consent Order and provide them with a copy of this Consent 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 this Consent Order and its terms.

13. Respondent shall not engage in deceptive practices that are material to the functioning of RAMP, such as altering samples, working as a nurse while not authorized by RAMP to do

so, and/or working as a nurse without disclosing such employment to RAMP, which deceptive practices shall be considered a violation of this Consent Order.

14. Respondent shall remain in RAMP until successful completion of or release from the program. Upon successful completion of or release from RAMP, Respondent shall notify the Board of such in writing. Respondent may then be released from the requirements of this Consent Order by further order of the Board. Respondent may not modify the conditions of this Consent Order without submitting a written petition to the Board providing a detailed explanation of the basis for the modification request. In the event the Board grants Respondent's petition for modification, Respondent must then enter into a new, modified agreement with the Board.

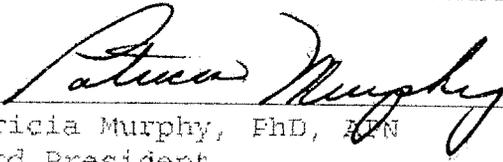
15. Respondent shall obey all of the laws of the State of New Jersey, the United States and their political subdivisions as well as all laws, rules and regulations pertaining to the practice of nursing in the State of New Jersey or in any jurisdiction in which she practices nursing. Respondent shall report to the Board within ten (10) days any arrest, indictment or conviction for any crime or disorderly persons offense.

16. Any deviation from the terms of this Consent Order

without prior written consent of the Board shall constitute a failure to comply with the terms of this Consent Order. Upon receipt of any reliable information indicating that Respondent has violated any term of this Consent 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, RN
Board President

I have read and understand this Order and agree to be bound by its terms. I understand that this Order has serious legal consequences and have been given the opportunity to consult with legal counsel. I consent to the entry of this Order.


Debra Lynn Thomas, LPN
License # 26NP05588600