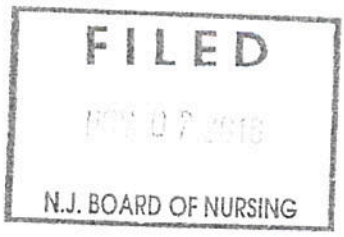

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STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC SAFETY
DIVISION OF CONSUMER AFFAIRS
BOARD OF NURSING

IN THE MATTER OF THE LICENSE OF **STEPHANIE SALIMBENE, RN** **License No. 26NR10538000** TO PRACTICE NURSING IN THE STATE OF NEW JERSEY	Administrative Action **CONSENT ORDER REINSTATING LICENSE**

This matter was opened to the New Jersey State Board of Nursing ("Board") upon receipt of a petition by Stephanie Salimbene ("Respondent") to reinstate her license as a Registered Professional Nurse. In 2005, Respondent consented to entry into an Interim Order surrendering her license to practice as a nurse in the State of New Jersey. Respondent subsequently enrolled in the Board's statutorily designated treatment program, the Recovery and Monitoring Program ("RAMP"). On or about April 1, 2016, RAMP reported to the Board that Respondent

has been fully compliant with all RAMP requirements and that RAMP supports the reinstatement of Respondent's license. Because Respondent has not practiced as a nurse in more than ten years, pursuant to N.J.S.A. 45:1-7.4(e), she will be required to successfully complete a refresher course prior to the reinstatement of her license.

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 07 **day of** November, **2016**

HEREBY ORDERED AND AGREED that:

1. Respondent's petition to reinstate her license to practice as a Registered Professional Nurse in the State of New Jersey shall be granted after Board review and approval of:

   a. Submission of a reinstatement application, including fees, and a criminal history background check if required by the Board;

   b. Respondent's re-taking and passing NCLEX-RN; and

   c. Respondent's successful completion of a Board-approved RN refresher course with a clinical component.

2. Respondent shall remain enrolled in and comply with all of the terms and conditions of participation in RAMP. 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 with a complete copy of the within Order.

3. Respondent shall follow the recommendations of RAMP and/or any evaluator with whom Respondent works in connection with her RAMP participation for further treatment and/or lengthier enrollment in RAMP. Respondent shall limit her nursing practice, if recommended by RAMP, which may include Respondent placing her license in inactive status.

4. Respondent shall provide a release to RAMP allowing RAMP to provide 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 between

Respondent, RAMP, and the Board, and Respondent's agreement that the Board may utilize any such reports, records and other information it receives from RAMP or Respondent 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 and/or abuse history and the Board's requirement that Respondent participate with RAMP. 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.

6. Respondent shall attend, as required by RAMP, regular 12 step support group meetings or the equivalent (as such equivalency may be determined by the Board and/or RAMP) and nurse peer support group meetings. She shall attend individual counseling and psychiatric treatment until successful discharge, if required by RAMP.

7. Respondent shall submit to random observed urine and/or hair screens if and as required by RAMP. Respondent's failure to submit to or provide a urine and/or hair sample when requested shall be deemed to be a violation of the terms of this Order. All screens shall be negative for the presence of alcohol or 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, and participation fees associated with RAMP, and/or further treatment and monitoring.

9. 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 her employment only if approved by RAMP. Respondent shall not work more than 12 hours 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 nursing employment.

12. 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.

13. Respondent shall not engage in deceptive practices that are material to the functioning of RAMP, including but not limited to altering samples, working as a nurse while not authorized by RAMP to do so, working as a nurse without disclosing such employment to RAMP. Any deceptive practices shall be considered a violation of this Order.

14. Respondent shall remain in RAMP until successful completion of or release from the program. Upon successful completion of RAMP, Respondent shall notify the Board in writing. Respondent may then be released from the requirements of this Order by further order of the Board. Unless Respondent has successfully completed or been released from RAMP, and

received an order from the Board that she 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.

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 regulations, rules or laws pertaining to the practice of nursing in the State or 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 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, APN
Board President

I have read and understand the within Consent Order and agree to be bound by its terms. I have been given an opportunity to review this Consent Order with legal counsel and have decided to enter into this Order without such counsel.

_____
Stephanie Salimbene, RN
RN License # 26NR10538000