



STATE OF MAINE
 BOARD OF NURSING
 158 STATE HOUSE STATION
 AUGUSTA, MAINE
 04333-0158

JOHN ELIAS BALDACCI
 GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.
 EXECUTIVE DIRECTOR

IN RE: **Lori A. Gibbs**) **CONSENT AGREEMENT**
 of Winslow, Maine) **FOR VOLUNTARY**
 License #R038987 & #P008799) **SURRENDER OF LICENSE**

INTRODUCTION

This document is a Consent Agreement regarding Lori A. Gibbs' license to practice registered professional nursing and practical nursing in the State of Maine. The parties enter into this Agreement pursuant to 32 M.R.S.A. § 2105-A(1-A)(C) and 10 M.R.S.A. § 8003(5)(B), (5)(D). The parties to this Consent Agreement are Lori A. Gibbs, Maine State Board of Nursing ("Board") and the Office of the Attorney General, State of Maine. An informal conference held on November 18, 2004. The parties reached this Agreement based on information submitted by Sebasticook Valley Health Care Center Facility in a letter dated October 15, 2003.

FACTS

1. Lori A. Gibbs was licensed as a registered professional nurse to practice in Maine in 1995 and was licensed as a practical nurse to practice in Maine in 1985.
2. While Ms. Gibbs was employed at Sebasticook Valley Health Care Center Facility she was counseled for repeated failures to follow policies and procedures in the standards of nursing practice, which are designed to safeguard residents. The incidents are:
 - a. On October 1, 2003, Ms. Gibbs was counseled because she accepted a phone order from a nurse practitioner on September 24, 2003, for a resident medication. The medication order was for Ativan 5 mg IM every 4 hours PRN agitation/anxiety x 30 days. This medication order was a deviation from the standing policy for geriatric residents of 2 mg/day. Ms. Gibbs accepted this order without question and failed to document that the medication regimen was a deviation from the standing protocol. Ms. Gibbs failed to complete a nurse's note to support the need for this prn nor did she assess the effects of the medication. In addition, the order was not documented in the Medication Administration Record (MAR) and was not signed for until the following day.
 - b. On October 13, 2003, Ms. Gibbs was counseled because she failed to administer a scheduled tube feed to a resident. Also a scheduled Nebulizer RX was signed for by Ms. Gibbs but was not administered.
 - c. Ms. Gibbs verbally increased a resident's Tylenol order without a doctor's order. The resident had an order for extra strength Tylenol (2) 500-mg tabs every 6 hours PRN pain. Ms. Gibbs verbally told a new RN graduate to put a yellow sticky note in the MAR to increase the extra strength Tylenol (2) 500-mg tabs every 4 hours. This

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L.A.G.

El will not take responsibility for something ~~she~~ did not do. ~~El~~ El will not agree to # C of unauthorized medication was a deviation from the daily geriatric limit maximum of 4g/day. Ms. Gibbs failed to appropriately provide critical nursing care information to a new RN graduate she was mentoring.

3. On October 3, 2002, the Board issued to Ms. Gibbs a Letter of Concern and Guidance regarding similar nursing practice issues as above. The Board stated: “. . .the Board wishes to communicate to you its concern regarding an issue of documentation, which is done after an assessment or event and not before. You must be reflective of a patient’s condition and care rendered.” The Letter of Concern and Guidance was placed in her file for a period of 10 years. Letter of Concern and Guidance, Exhibit 1.
4. Lori A. Gibbs was disciplined by the Board with a Reprimand on March 14, 1997. She was disciplined for incompetence in her nursing practice and unprofessional conduct. Consent Agreement, Exhibit 2.
5. Lori A. Gibbs had a vehicle accident on September 17, 2003. Ms. Gibbs stated that she is under the care of a physician for a post concussion injury resulting from the accident. Ms. Gibbs stated that she has limited her practice because of the injury and now writes down every in a notebook so she will not forget. She is currently working through a nursing agency and is working one-on-one with an adolescent with cerebral palsy.
6. The Board has determined that Ms. Gibbs has demonstrated a pattern in failing to follow policies and procedures, specifically documentation, in rendering nursing care designed to safeguard the safety of patients/residents and that she is not safe to practice.
7. Lori A. Gibbs has offered to voluntarily surrender her registered professional nurse license until she and the Board can determine that she is safe to resume nursing practice.

AGREEMENT

8. The Maine State Board of Nursing will accept Lori A. Gibbs’s voluntary surrender of her registered professional and practical nurse licenses.
9. Lori A. Gibbs understands that this document imposes discipline regarding her license to practice registered professional and practical nursing and in the State of Maine under 32 M.R.S.A. § 2105-A(2)(E), (2)(H) and Chapter 4, sections 1(A)(5), 1(A)(6), 3(E) and 3(F) of the Rules and Regulation of the Maine State Board of Nursing. Ms. Gibbs understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering the Consent Agreement.
10. If Ms. Gibbs decides to return to nursing she may petition the Board for reinstatement of her license. However, if her license is reinstated it will be for a probationary period to be determined by the Board. Ms. Gibbs understands and agrees that her license will not be reinstated until and unless the Board, upon Ms. Gibbs’ written request, the Board votes to reinstate Ms. Gibbs’ license.

11. Lori A. Gibbs shall not work or volunteer, in any capacity, for a health care provider as defined by Title 24 M.R.S.A. § 2502 (2) or in any position holding herself out as a registered professional nurse or with the designation, R.N. while her nursing license is surrendered.
12. Modification of this Consent Agreement must be in writing and signed by all parties.
13. Lori A. Gibbs affirms that she executes this Consent Agreement of her own free will.
14. This Consent Agreement is not subject to review or appeal by the Licensee, but may be enforced by an action in the Superior Court.
15. This Consent Agreement becomes effective upon the date of the last necessary signature below.

I, LORI A. GIBBS HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, WITHOUT ANY THREAT OR PROMISE. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.

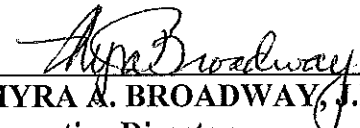
DATED: 02/24/05



LORI A. GIBBS

**FOR THE MAINE STATE
BOARD OF NURSING**

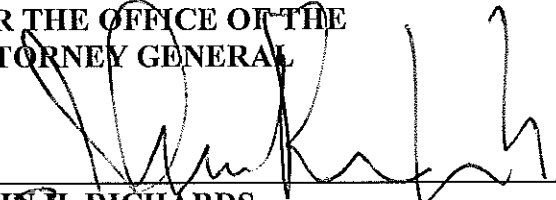
DATED: Feb 24, 2005



MYRA A. BROADWAY, J.D., M.S., R.N.
Executive Director

**FOR THE OFFICE OF THE
ATTORNEY GENERAL**

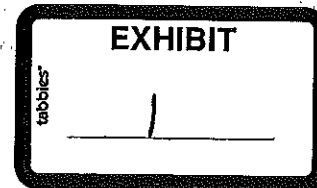
DATED: Feb. 28, 2005



JOHN H. RICHARDS
Assistant Attorney General



STATE OF MAINE
BOARD OF NURSING
158 STATE HOUSE STATION
AUGUSTA, MAINE
04333-0158



ANGUS S. KING, JR.
GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.
EXECUTIVE DIRECTOR

October 3, 2002

Lori A. Gibbs, R.N.
33 Clinton Avenue
Winslow, ME 04901

Dear Ms. Gibbs:

Pursuant to your meeting with the Board on October 2, 2002, this will confirm that the Board voted to take no disciplinary action on the complaint filed by (1) Lakewood through letter received April 18, 2002; and (2) Division of Licensing & Certification, Department of Human Services through letter dated September 9, 2002.

Despite the dismissal, however, the Board wishes to communicate to you its concern regarding issue of documentation which is done after an assessment or event and not before. You must be diligent in your documentation, that it is timely, appropriate and reflective of the patient's condition and care rendered.

While this letter of concern and guidance does not constitute an adverse disciplinary action, a copy will be maintained in this office for a ten year period.

Sincerely,

Myra A. Broadway, J.D., M.S., R.N.
Executive Director

MAB:vlc

pc: Rose Blanchette, R.N.
M. Ellen Austin-Reitchel, R.N.
John H. Richards, Assistant Attorney General



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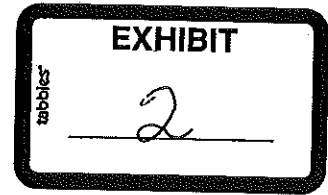
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ANGUS S. KING, JR.
 GOVERNOR

JEAN C. CARON, M.S., R.N.
 EXECUTIVE DIRECTOR

In re: **Lori A. Gibbs, R.N.**
 of Fairfield Center, Maine
 License #R038987 } **CONSENT AGREEMENT
 AND REPRIMAND**

INTRODUCTION

This document is a Consent Agreement and Reprimand regarding Lori A. Gibbs' license to practice professional nursing in the State of Maine, entered into pursuant to 32 M.R.S.A. Section 2105-A(1-A)(B) and 10 M.R.S.A. Section 8003(5)(B). The parties to this Consent Agreement are: Lori A. Gibbs, R.N., the Maine State Board of Nursing ("Board") and the Department of Attorney General, State of Maine.

Ms. Gibbs was advised by the Board that it had received a letter on September 25, 1995 from Holly Welch, R.N., Director of Nursing Services at the Woodlawn Nursing Home, containing information of a possible violation of 32 M.R.S.A. Section 2105-A(2)(E), (2)(F) and (2)(G). Counsel for Ms. Gibbs responded by letter dated October 25, 1995. The Board subsequently requested that Ms. Gibbs attend an informal conference pursuant to 32 M.R.S.A. Section 2105-A(1-A). The informal conference was held on June 5, 1996. Ms. Gibbs was present and was represented by Sidney H. Geller, Esq.

FACTS

1. Ms. Gibbs admits to not having personally assessed a newly-admitted patient.
2. Ms. Gibbs also admits to falsification of documents, specifically, notes in a resident's chart.
3. Ms. Gibbs was terminated from her employment at the Woodlawn Nursing Home as a result of this situation.
4. Ms. Gibbs states that she relied upon other personnel for her information for charting and documentation.
5. Ms. Gibbs has been a licensed professional nurse since 1995 and has held a practical nurse license since 1985.
6. Ms. Gibbs states that she has learned a lesson from this.
7. There was no documented patient harm as a result of the actions of the licensee in this matter.
8. At the time of the informal conference, Ms. Gibbs was employed in nursing.
9. Ms. Gibbs has been consistently employed in nursing since 1985.

COVENANTS

Based on the above facts, the Board voted to enter into an agreement with Ms. Gibbs under which she will be, and she hereby is, **REPRIMANDED** for her actions in this matter. Ms. Gibbs is advised to conform her future conduct accordingly. The Board agrees to take no further disciplinary action upon these facts..

Ms. Gibbs understands that this document is a Consent Agreement which affects her rights to practice nursing in Maine. This Consent Agreement may be amended only in writing, signed by all parties. Ms. Gibbs understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering this Consent Agreement. Ms. Gibbs affirms that she executes this Consent Agreement of her own free will.

DATED: 3/3/97

Lori A. Gibbs R.N.
LORI A. GIBBS, R.N.

FOR THE MAINE STATE BOARD OF NURSING:

DATED: 3/13/97

Jean C. Caron
JEAN C. CARON, M.S., R.N.
Executive Director

FOR THE DEPARTMENT OF ATTORNEY GENERAL:

DATED: 3/14/97

Timothy W. Collier
TIMOTHY W. COLLIER
Assistant Attorney General
Counsel to the Board

RECEIVED

MAR 17 1997

STATE OF MAINE
DEPARTMENT OF HEALTH & COMMUNITY SERVICES

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