The attached are Primary Source Documents of the Idaho Board of Nursing for:

DOTTI ATKINS
N-28500

Idaho Board of Nursing – PO Box 83720 – Boise, Idaho 83720-0061 – (208) 334-3110
Dear Ms. Atkins:

During their meeting on February 2-3, 2012, the Board of Nursing members took action to accept the Findings of Fact, Conclusions of Law and Final Order in which your professional nurse license, N-28500 was revoked. During the period of revocation, you may not practice nursing in the State of Idaho. Enclosed is a copy of the Final Order.

The Order became effective February 3, 2012. Please be advised that you may not apply for reinstatement for a period of two (2) years from the date of this order.

Sincerely,

SANDRA EVANS, MAEd, RN
Executive Director

The Mission of the Board of Nursing is to regulate nursing practice and education for the purpose of safeguarding the public health, safety and welfare.
BEFORE THE IDAHO STATE BOARD OF NURSING

In the Matter of the License of: )
DOTTI RAE ATKINS, ) Case No. BON 07-056
License No. N-28500, ) FINDINGS OF FACT, CONCLUSIONS
) OF LAW AND FINAL ORDER
Respondent. )

Having reviewed the documents attached hereto, the Idaho State Board of Nursing ("Board") enters the following Findings of Fact, Conclusions of Law, and Final Order:

FINDINGS OF FACT

1. Dotti Rae Atkins ("Respondent") has been licensed by the Board, under License No. N-28500, to engage in the practice of nursing in the State of Idaho.

2. On July 30, 2007, the Board received a complaint alleging that Respondent, while working as a nurse at St. Alphonsus Regional Medical Center in Boise, Idaho, practiced nursing while under the influence of alcohol. A true and correct copy of the Summary of Investigation provided to the Board as the basis for the complaint is attached as Exhibit A.

3. On September 4, 2007, the Board, through its Executive Director, notified Respondent via letter of the complaint alleging Respondent had practiced while under the influence of alcohol. The Board further notified Respondent that it would not initiate disciplinary proceedings against Respondent as long as she remained compliant with the Program for Recovering Nurses ("PRN"), a monitoring program administered by Southworth Associates. A true and correct copy of the September 4, 2007, letter is attached as Exhibit B.

4. On January 7, 2009, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN for failing to report on her PRN activities, specifically including AA/NA attendance. A true and correct copy of the January 7, 2009, letter is attached as Exhibit C.

5. On February 25, 2009, Respondent voluntarily surrendered her license, admitting that she was "an alcoholic currently in a recovery program". Respondent agreed to enter treatment immediately and to participate in PRN\(^1\), and to resume the practice of nursing only at

\(^1\) Respondent entered PRN as a Board referral and signed a monitoring contract with Southworth Associates on February 27, 2009.

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND FINAL ORDER - 1
such time as a conditional limited license was issued to her. A true and correct copy of Respondent’s Voluntary Surrender of License is attached as Exhibit D.

6. On February 25, 2009, the Board issued Respondent a limited license to practice nursing in the State of Idaho.

7. On March 23, 2009, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN for failing to properly submit weekly Client Activity Reports, pursuant to her PRN contract. A true and correct copy of the March 23, 2009, letter is attached as Exhibit E.

8. On April 7, 2011, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN for failing to properly attend 12-Step Meetings, failing to submit weekly Client Activity Report, and testing under the wrong option when submitting to a drug/alcohol test. A true and correct copy of the April 7, 2011, letter is attached hereto as Exhibit F.

9. On September 2, 2011, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN for failing to properly attend 12-Step Meetings, sponsor meeting, and support group meeting, pursuant to the terms of her PRN contract. A true and correct copy of the September 2, 2011, letter is attached as Exhibit G.

10. On September 20, 2011, the Board, through its Executive Director, summarily suspended Respondent’s limited license due to her failure to maintain compliance with PRN. However, Respondent was allowed to remain in PRN and was not referred to the Board for disciplinary consideration. A true and correct copy of the Order of Summary Suspension of Limited License is attached as Exhibit H.

11. On January 13, 2012, the PRN Advisory Committee reviewed Respondent’s case and recommended that Respondent no longer be allowed to continue in PRN and that her case be forwarded to the Board for disciplinary consideration.

CONCLUSIONS OF LAW

1. As a licensed nurse in the State of Idaho, Respondent is subject to the jurisdiction of the Board and the provisions of title 54, chapter 14, Idaho Code.

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FINDINGS OF FACT, CONCLUSIONS OF LAW, AND FINAL ORDER - 2
2. Respondent's continued licensure under Idaho License No. N-28500 is contingent upon her compliance with the laws and rules of the Board.

3. Respondent violated the terms upon which she voluntarily surrendered her license by failing to maintain compliance with PRN.

4. Pursuant to Idaho Code § 54-1413(3)(a), Respondent's voluntary surrender of her license empowers the Board, without a hearing, to revoke or suspend Respondent's license and/or impose such conditions, limitations, or restrictions on her license as the Board in its discretion may deem appropriate.

5. A sufficient basis for discipline exists due to Respondent having violated the following statutes and/or Board Rules:
   a. Idaho Code § 54-1413(1)(e) and Board Rule 100.06 (a nurse shall not habitually use alcohol and/or drugs);
   b. Idaho Code § 54-1413(1)(g) and Board Rule 100.08 (a nurse shall not violate the Board's laws, rules, or standards of conduct);
   c. Idaho Code § 54-1413(h) and Board Rule 100.09 (a nurse shall not engage in conduct likely to deceive, defraud or endanger patients or the public);
   d. Board Rule 101.03.e. (a nurse shall not practice nursing while the ability to practice is impaired by alcohol or drugs or physical, mental or emotional disability); and
   e. Board Rule 101.05.c. (a nurse shall be responsible and accountable for her nursing judgments, actions and competence).

ORDER

Based upon the foregoing Findings of Fact and Conclusions of Law, and good cause being shown, it is hereby ordered that:

1. License No. N-28500 issued to Dotti Rae Atkins is hereby:
   ✔ Revoked.
   ___ Suspended. ____ days ____ year(s) ____ indefinitely. Respondent's license shall be a single-state license during the term of suspension and
Respondent shall not be eligible to practice on the Compact privilege in any other state participating in the Nurse Licensure Compact with the State of Idaho.

2. Respondent may not apply for reinstatement for a two (2) year period after entry of this Order or a ____ year period after entry of this Order, whichever period is greater. At such time as Respondent requests reinstatement of licensure, she shall comply with the requirements of Idaho Code § 54-1411(3) and IDAPA 23.01.01.062. This will include, but is not limited to, providing the following information to the Board:

a. **Health Care Providers:** Respondent must provide Board Staff with a written list of her attending health care providers (including without limitation any therapists, counselors, or other mental health care providers);

b. **Health Care Provider’s Evaluation:** Respondent’s health care providers (“provider”) must submit to the Board the provider’s evaluation describing Respondent’s current medical condition(s) and listing her prescriptions, including the dose/frequency and rationale for the medications prescribed. This evaluation shall be submitted on a form provided by the Board. The provider shall also identify any concerns that he/she may have about Respondent’s ability to safely practice nursing and what restrictions, if any, should be placed upon Respondent’s practice. When requesting such evaluations, Respondent shall provide the provider with, and request that the provider review, the Idaho Board of Nursing Position on Safety to Practice. A copy of the Idaho Board of Nursing Position on Safety to Practice is attached as Exhibit I;

c. Evidence of abstinence from the use of non-medically prescribed drugs and alcohol;

d. Documentation that she is rehabilitated and competent to practice nursing by submitting:

   i. A recent, within 6 months, comprehensive drug/alcohol evaluation completed by a qualified Board approved evaluator at the time of application for reinstatement.
ii. A detailed summary of employment since licensure revocation or suspension: and

iii. Documentation of activities engaged in to address drug/alcohol issues, to include at least 3 years of documented sobriety with an active recovery program.

3. The Board reserves the right to assess investigative costs incurred in this matter as a condition of reinstatement.

This order is effective immediately.

DATED this 5th day of February, 2012.

IDAHO STATE BOARD OF NURSING

By

Susan Odom, Ph.D., R.N.
Chair

NOTICE OF DUE PROCESS RIGHTS

This is a final order of the Board. Any party may file a motion for reconsideration of this final order within fourteen (14) days of the service date of this order. The Board will dispose of the petition for reconsideration within twenty-one (21) days of its receipt, or the petition will be considered denied by operation of law. See Idaho Code § 67-5246(4).

Pursuant to Idaho Code §§ 67-5270 and 67-5272, any party aggrieved by this final order or orders previously issued in this case may appeal this final order and all previously issued orders in this case to district court by filing a petition in the district court of the county in which:

a. A hearing was held,
b. The final agency action was taken,
c. The party seeking review of the order resides, or
d. The real property or personal property that was the subject of the agency action is located.

An appeal must be filed within twenty-eight (28) days (a) of the issuance of this final order, (b) of an order denying petition for reconsideration, or (c) the failure within twenty-one (21) days to grant or deny a petition for reconsideration, whichever is later. See Idaho Code § 67-5273. The filing of an appeal to district court does not itself stay the effectiveness or enforcement of the order under appeal.
CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 6th day of February, 2012, I caused to be served a true and correct copy of the foregoing by the following method to:

Dotti Atkins
1805 E. Overland Rd., Apt. 2924
Meridian, ID 83642

☑ U.S. Mail
☐ Hand Delivery
☑ Certified Mail, Return Receipt Requested
☐ Overnight Mail
☐ Facsimile: 
☐ Statehouse Mail

Andrew J. Snook
Deputy Attorney General
P.O. Box 83720
Boise, ID 83720-0010

☐ U.S. Mail
☐ Hand Delivery
☐ Certified Mail, Return Receipt Requested
☐ Overnight Mail
☐ Facsimile:
☑ Email: andy.snook@ag.idaho.gov
    leslie.gottsch@ag.idaho.gov

Linda H. Coley, Management Assistant
Board of Nursing
Employee Information
Dotti Atkins, RN
Relationship Centered Coordinator
431 w Carlton Ave
Meridian, Idaho 83642
855-9218©

Initial Report
July 12, 2007: Lucy Tait reported to Carolyn Corbett that on Wednesday July 11, 2007 she was teaching a class from 1500 to 1900 with Dotti Atkins. During the first hour of the class, Lucy felt that Dotti may have been impaired. Ms. Tait reports that Ms. Atkins was talking more slowly than usual, was giggly, loose with her movements, and had some trouble tracking and repeating back information to the class. At the break she discussed her observations with the employee who admitted she has been drinking wine at lunch. Lucy took over the rest of the class and Dotti sat quietly in the room. Ms. Tait reacted as a friend and peer and provided support in lieu of contacting the clinical coordinator and initiating the defined response for suspected impairment in the workplace.

Background:
Ms. Atkins has been employed at Saint Alphonsus for 11 years, nine of which have been as an RN on 6 West. She had a fine work record on 6 West and was well liked and well respected by peers and her former manager. She was promoted to the position of Relationship Centered Care Coordinator in March of 2007. There is no evidence from her former manager that she ever appeared impaired in the workplace while serving as a direct patient care nurse.

Meeting With Employee:
July 13, 2007: Ben Murray and Lucy Tait met with the employee and reviewed the events of Wednesday. Ms. Atkins confirmed that she had a few hours off in the middle of the day, went home for lunch and had three small bottles of wine which she estimates to be the equivalent of three glasses of wine. She also reported the following:

- She has had a drinking problem for a number of years
- She received a "ticket" for underage drinking and marijuana as a young person
Due to the above, she was apparently granted a provisional license when she became an RN and was directed to the PRN program for evaluation and supervision for the first six months of her nursing career.

She drank approximately a half a bottle of vodka on the evening of Thursday July 12, 2007, the night between the initial report and this meeting.

She contacted First Step for Women about her alcohol problem on June 28th and had been a participant in the program for about 10 days when the events of July 11 occurred. She apparently missed a few meetings and then experienced the relapse and the subsequent activities described by Ms. Tait on July 11.

She noted a number of prescriptions she takes including Paxil, Prilosec, a medication for ADD and an old Ativan prescription.

She denied any controlled substance use beyond those noted above. She denies ever having diverted or using any controlled substances other than as prescribed by a physician during her nursing career.

While acknowledging she has worked with a hangover, she denies ever working in an impaired/ inebriated state prior to July 11.

She reports that she saw the Employee Assistance Program director about two years ago. She indicates that he recommended she seek followup for alcohol problems, but notes that she felt she could handle this on her own and declined followup treatment or support at that time. She recently started seeing an EAP counselor, which she describes as having been a benefit to her.

Followup:
Following the meeting, Ms. Atkins was escorted to Employee Health Service. She was administered a breathalyzer and urine drug screen and then went to an appointment we had scheduled with Ted Burgess, Director, Addiction Recovery Center. Mr. Burgess reported the following:

- He confirmed a diagnosis of alcohol abuse.
- He recommended continuing with First Step for Women, supplemented by AA type meetings for a total of 6 or 7 meetings per week; continue with therapy she is currently in; be allowed to return to work pending negative drug screen; be monitored with random urine testing per hospital policy.

Her breathalyzer for alcohol was negative.
Her urine drug screen also returned as negative.
Substance Abuse Committee:
Substance Abuse reviewed the case on Wednesday July 18, 2007. Following a full discussion of the case, it was determined that the employee could return to duty with the following conditions:

- Sign herself into the PRN program that is affiliated with the Idaho Board of Nursing
- Remain compliant with the terms of the contract established with PRN
- Be subject to random urine testing within the terms of applicable hospital policy
- Pyxis access will be removed at the present time
- She will not be allowed to perform direct patient care (under terms of exempt employees in occasional staffing plan) for a period of about six months. Any change in this must be approved by the Director of Nursing.
- She will be placed in formal disciplinary action for willful violation of policy - reporting for duty in an impaired state
- Lucy Tait will serve as her in house program monitor
- She is encouraged to continue the personal counseling that she has recently initiated
- She must report all medications she is currently prescribed (and subsequent changes) to Employee Health Services as per HR policy 801

Failure to comply with terms and conditions set forth or a repeat of such behaviors that led to these actions will result in further disciplinary action, up to and including termination.

Resolution:
July 19, 2007: Ben Murray and Lucy Tait met with the employee.

- Ms Atkins agreed to the terms of her return to work noted above and formal disciplinary action was initiated
- She has made initial contact with the PRN program and will be meeting them for intake evaluation and program development
- She is being allowed to return to work, effective immediately.
- The DON will provide a copy of this report to the BON for their files. No action will be taken by the BON as long as she is in good standing with the PRN program.
Dotti Atkins
431 Carlton Avenue
Meridian ID 83642

Dear Ms. Atkins:

The Board of Nursing is in receipt of a concern regarding possible impairment at your employment, due to the use of alcohol.

At this time, we have completed our investigation into this concern and have determined that there has been a violation of the Nursing Practice Act and Rules of the Board of Nursing. However we understand that you have contacted the Program for Recovering Nurses and have enrolled in the Program. As long as you remain compliant with the contract requirements and further information does not come to the Board’s attention, no action will be taken regarding this issue. Should you decide to withdraw from this program or otherwise become non-compliant with any of the conditions, the investigation will be activated and action initiated as appropriate.

Please contact the Board office if you wish to discuss this information further.

Sincerely,

SANDRA EVANS, MAEd, RN
Executive Director

cc:  John Southworth, Coordinator
     Program for Recovering Nurses
January 7, 2009

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Dotti Atkins

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Dotti Atkins, a Non-Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Atkins continually fails to report on her agreed upon contract activities such as AA/NA attendance. Ms. Atkins has been given repeated opportunities to come into compliance and has failed to respond to the PRN’s requests for timely submission of her reporting slips.

Ms. Atkins’ current contract with the PRN was signed on August 8, 2007. By signing that contract, Ms. Atkins agreed to the following statement:

- I understand that all requirements on this contract, including financial obligations, must be fulfilled or I will be reported to the PRN Advisory Committee for non-compliance. This report may result in recommendation for disciplinary action to the Board of Nursing.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact me at (208) 323-9555.

Sincerely,

Steven R. Hurst
Compliance Monitor
Southworth Associates

cc: Betty McGrath
Dotti Atkins

The Program for Recovering Nurses: Protecting the assisting nurses in their recovery and
RULE 132
TEMPORARY VOLUNTARY SURRENDER OF LICENSE

1. Dotti Atkins, by affixing my signature hereto, acknowledge that:
   1. I admit that I have engaged in the following conduct: I'm an alcoholic
   currently in a recovery program.
   2. I understand that the admitted facts constitute grounds for disciplinary action pursuant to the Nursing Practice Act, Idaho Code, §54-1413 (1) and the rules of the Board, IDAPA 23.01.01, et seq. I also understand that the Board of Nursing has the authority to accept this voluntary surrender pursuant to Idaho Code §54-1404(2).
   3. I am aware that, without my consent, no legal action can be taken against me, except pursuant to the Idaho Administrative Procedures Act, Chapter 52, Title 67, Idaho Code.
   4. I understand that I have the following rights, among others: the right to a formal fact finding hearing before the Board, to reasonable notice of said hearing, to representation by counsel, to present evidence and testimony on my behalf, to compel the testimony of witnesses, and to cross-examine witnesses against me; and
   5. I waive all such rights, including the right to a formal disciplinary hearing.
   6. I also waive the right to challenge the Board for bias in the event that charges concerning these admitted facts or any other matter involving my license are brought before the Board.
   7. In lieu of a formal disciplinary hearing, I voluntarily surrender my license on a temporary basis. Attached is my license, number N-28550; I agree to immediately discontinue the practice of nursing in Idaho.
   8. I will enter treatment as required by the Board, and fully participate in the Program for Recovering Nurses (PRN) monitoring program. I will resume the practice of nursing only at such time as a conditional limited license has been issued to me. If I do not fully participate in and cooperate with the PRN, the Board may enter an order revoking or otherwise disciplining my license, including any conditional license that may have been issued, without further notice or hearing or other process given to me.
   9. I understand that Board of Nursing representatives will, if questioned, report the status of my license as “surrendered”.

DATED 2-25-09

DOTTI ATKINS
Signature of Licensee
481 W. Canyon Ave.
Address
MERIDIAN, ID 83642
City, State, Zip

DATED 2-25-09

Signature of Witness
March 23, 2009

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Dotti Atkins

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Dotti Atkins, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Atkins failed to submit her “Client Activity Reports” on time as agreed upon. Ms. Atkins signed her current contract with the PRN on February 27, 2009. In her contract, Ms. Atkins agreed to the following condition;

“Submit weekly attendance/client activity sheets (blue cards) every Friday.”

During a telephone conversation on March 19, 2009, Ms. Atkins stated that she had forgotten to submit her slips and would personally deliver them on Friday, March 20, 2009. She never arrived and/or arrived after closing hours. On Monday, March 23, 2009 her slips were found in the mail drop box outside this office.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact me at (208) 323-9555.

Sincerely,

Steven R. Hurst
Compliance Monitor
Southworth Associates

cc: Dotti Atkins

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
April 7, 2011

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Dotti Atkins

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Dotti Atkins, a board ordered participant, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Atkins' 12-Step attendance documentation has not been within compliance for the months of February and March of 2011. Ms. Atkins submitted five Client Activity Report (CAR) forms yesterday, 4/6/11, with meeting attendance documentation ranging back to 2/27/11. She now has one 12-Step meeting documented for the month of February 2011. Ms. Atkins, as evidenced in her correspondence with PRN, is aware of her contractual requirement of submitting CAR forms at the rate of one per week, but she has not been fulfilling that requirement. In addition, Ms. Atkins tested under the wrong option on 1/25/11 when she tested under option 3 when informed to test under option 4.

Ms. Atkins signed a PRN contract on 2/27/09. The requirements in that contract include but are not limited to: 1) 4 12-Step Meetings per week, 2) Weekly Sponsor Meetings, 3) Individual Counseling, 4) Marital Counseling, 5) Weekly Health Professionals' Support Group, 6) Random UA Testing, and 7) submit CAR reports once per week on Fridays.

Ms. Atkins currently has a balance of $0.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact me at (208) 323-9555 x 104.

Sincerely,

William J. (Bill) Hofstra
Compliance Monitor
Southworth Associates

Cc: Dotti Atkins

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
Idaho State Board of Nursing  
A/TTN: Sandra Evans  
P.O. Box 83720  
Boise, ID 83720-0061

RE: Dotti Atkins

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Dotti Atkins, a board ordered participant, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Atkins' 12-Step Meeting attendance has not been within compliance in the months of May (4 meetings), June (0 meetings), July (0 meetings), and August (0 meetings) of 2011. Ms. Atkins has only attended one (1) Sponsor meeting and four (4) Support Group meetings over the course of the aforementioned months. PRN has approved Ms. Atkins to take her one-month vacation in Ecuador under the condition that she receive a new evaluation once she returns.

Ms. Atkins signed a PRN contract on 2/27/09. The requirements in that contract include but are not limited to: 1) 4 12-Step Meetings per week, 2) Weekly Sponsor Meetings, 3) Individual Counseling, 4) Marital Counseling, 5) Weekly Health Professionals' Support Group, 6) Random UA Testing, and 7) submit CAR reports once per week on Fridays.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact me at (208) 323-9555 x 104.

Sincerely,

[Signature]

William J. (Bill) Hofstra  
Compliance Monitor  
Southworth Associates

Cc: Dotti Atkins

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
BEFORE THE BOARD OF NURSING, STATE OF IDAHO

In the Matter of } 
Dotti Atkins } ORDER OF 
License No. N-28500 } SUMMARY SUSPENSION 
CASE No: 07-056 } OF LIMITED LICENSURE

This Order serves to officially notify you that your limited license, number N-28500, issued under provisions in IDAPA 23.01.132, is hereby summarily suspended, effective immediately.

This suspension is necessary in the interest of public health, safety and welfare due to your failure to comply with the terms and conditions of limited licensure, by:

1. Failure to maintain compliance with the terms of the Program for Recovering Nurses (PRN) Monitoring Contract signed February 27, 2009, by:
   a. Failing to attend 12-Step meetings and submit evidence of attendance during the months of May, June, July and August, 2011.
   b. Failing to meet with your Sponsor as required for the months of May, June, July and August, 2011.
   c. Failing to attend the required number of Nurse Support group meetings for the months of May, June, July and August 2011.

Board staff has made a determination that you are an appropriate candidate to remain in the PRN program at this time, even given your current non-compliance. Therefore, staff will not refer you to the Board for formal disciplinary action and further proceedings at this time. Rather, your case will be referred to the Board’s PRN Advisory Committee for review at their next scheduled meeting (October 7, 2011) for their recommendations for further action. However, pursuant to Board of Nursing Rule 132.06.b, you do have the right to a hearing before the Board on this suspension, if you so desire.

To request a hearing, you must specifically do so in writing addressed to: Idaho Board of Nursing, PO Box 83720, Boise, ID 83720-0061. Your mailing must be made by “certified mail”, return receipt requested and must be sent no later than twenty (20) days after service of this suspension order (that is, the date this order was mailed to you). Failure to request a hearing as specified herein will constitute a waiver of your right to request a hearing. If a hearing is timely requested, this suspension order and the underlying grounds will be reviewed by the Idaho Board of Nursing at its next regularly scheduled meeting (October 27-28, 2011). The Board will either affirm or reject this order, or enter such further order, as it deems appropriate and necessary.

IT IS SO ORDERED this ___ day of August, 2011.

SANDRA EVANS, MAEd, RN
Executive Director
CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 21st day of September, 2011, I caused to be served a true and correct copy of the foregoing ORDER OF SUMMARY SUSPENSION OF LIMITED LICENSE addressed as follows:

Roger Gabel  
Deputy Attorney General  
Office of the Attorney General  
PO Box 83720  
Boise, Idaho 83720-0010

Dotti Atkins  
431 West Carlton Ave  
Meridian, ID 83642

U.S. Mail, postage prepaid
Certified U.S. Mail, return receipt  
Hand Delivery
Overnight Mail
Facsimile:
Statehouse Mail

U.S. Mail, postage prepaid
Certified U.S. Mail, return receipt  
Hand Delivery
Overnight Mail
Facsimile:
Statehouse Mail

Linda H. Coley,  
Management Assistant  
Board of Nursing
In response to questions from nurses and their employers, the members of the Board of Nursing addressed the issue of 'safety to practice'. In particular, nurses wanted to know if they should continue to practice while taking prescribed medications, including pain medications; whether they should refuse assignments to work overtime or extra shifts; whether they should consider retirement from practice when they have reached a certain chronological age.

The Board's "Position on Safety to Practice" provides thoughtful direction to assist nurses and their employers in addressing these concerns.

**IDAHO BOARD OF NURSING**

**POSITION ON SAFETY TO PRACTICE**

*Adopted April 29, 2005*

One essential element of safe nursing practice is a nurse's functional ability: the competence and reliability with which a nurse is able to practice at any given time.

The board is aware that nurses sometimes experience situations that may compromise their ability to safely practice for either the short or long term. Some of these situations involve personal or job-related stress, sleep deprivation, the normal effects of aging, and episodic or persistent health conditions, some of which may require pain management or the use of maintenance-level prescribed medication. The list is not exclusive.

Whether a nurse should continue active nursing practice when that practice may be compromised depends upon the nurse's ability to function safely and effectively. The assessment of functional ability is an individualized process that does not lend itself to application of a set format based on select elements. On the contrary, assessment of functional ability requires active consideration of all relevant factors, such as diagnosis, prescribed treatment and situational events, as well as an evaluation of the impact of those factors on the individual being assessed.

Although constant evaluation of one's ability to safely and competently practice nursing is the responsibility of each individual nurse, the Board of Nursing remains the ultimate decision maker. In some instances, it may be necessary for the board to require objective physical and/or functional assessment, using reliable psychometric instruments and methods administered by qualified licensed professionals. For example, even though an individual nurse might perceive that he is capable of safe practice, a neuropsychiatric assessment, done at the Board's request, may indicate functional impairment.

Licensed nurses are accountable for assuring that their actions and behaviors meet all applicable standards at all times. This requires constant awareness of the demands of the job and a continual process of evaluation and assessment in order to make sure that the nurse is fit to practice and competent to safely perform those functions that fall within the defined scope of nursing practice and for which the nurse has accepted responsibility. Nurses who practice while not fit to do so may be subject to disciplinary action by the board including, among others, license suspension or revocation, remedial measures, or monitored practice.
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<td>Return Receipt Fee</td>
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<td>Total Postage &amp; Fees</td>
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</tr>
</tbody>
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**Recipient Information**

- **Name:** DOTTI ATKINS
- **Address:** 1805 E OVERLAND RD, APT 2924, MERIDIAN, ID 83642

**Date:** 2/10/12