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

KENT HADFIELD
N-25057

Idaho Board of Nursing – PO Box 83720 – Boise, Idaho 83720-0061 – (208) 334-3110
July 10, 2007

Kent D Hadfield
2600 W Cedar Grove Street
Meridian ID 83646

Dear Mr. Hadfield:

Since your two-year period of stayed suspension expired July 5, 2007, your file has been reviewed, particularly in relation to your compliance with the terms of the probation. The review confirms that you have been conscientious in seeing that required reports have been submitted in a timely manner, and the reports have affirmed your continuing progress.

Your success and your continuing progress are your own achievement. Our wish for you is that you will continue to make progress, a day at a time.

Warmest congratulations from the Board of Nursing’s staff.

Sincerely,

[Signature]

CHANEL JOHNSON, MN, RN
Director for Professional Compliance

CJ:Jhc

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.
July 5, 2007

RE: Kent Hadfield, RN

To Whom It May Concern:

This letter is to report this nurse's performance as an employee at Family Home Health for the period of January 5, 2007 through July 5, 2007, as mandated by the Idaho State Board of Nursing.

Kent's performance during the above-stated time has been without problems. He has continued to perform his responsibilities as RN Case Manager with utmost professionalism. He is well-liked by his patients, his peers and he is often requested, by name, by several of our referral sources, which includes physicians and hospital discharge planners.

He continues to maintain communication with me, his direct supervisor, regarding patient care and/or nursing practice problems/issues.

Although, it is difficult to please "all the people, all the time", Kent's patient's are normally pleased with his hands-on care, but more importantly, his caring attitude and professionalism and he is frequently complimented in the Patient Satisfaction Surveys that clients complete upon their discharge from our services.

Again, the issues previously identified as problematic in Kent's performance and/or his attitude have been resolved and we feel fortunate to have him as a part of the Family Home Health organization.

Please feel free to contact me, if needed, for further information.

Sincerely,

[Signature]

Carrie Birch, RNC
Director of Clinical Services
BEFORE THE IDAHO STATE BOARD OF NURSING

In the Matter of the License of: KENT HADFIELD License No. N-25057 Respondent. Case No. 04-075 STIPULATION AND CONSENT ORDER

WHEREAS, information having been received by the Idaho State Board of Nursing (hereinafter the “Board”) which constitutes sufficient grounds for the initiation of an administrative action against Kent Hadfield (hereinafter “Respondent”); and

WHEREAS, the parties mutually agree to settle the matter pending administrative Board action in an expeditious manner; now, therefore,

IT IS HEREBY STIPULATED AND AGREED between the undersigned parties that this matter shall be settled and resolved upon the following terms:

A.

1. The Board may regulate the practice of nursing in the State of Idaho in accordance with title 54, chapter 14, Idaho Code.

2. Respondent Kent Hadfield is a licensee of the Idaho State Board of Nursing and holds License No. N-25057 to practice professional nursing in the State of Idaho. Respondent’s license is subject to the provisions of title 54, chapter 14, Idaho Code.

3. The Board received a Report of Violation of the Nursing Practice Act alleging that Respondent had falsified a patient’s records. Respondent did so by entering notes for visits with the patient on May 27, 2004 at 1600 to 1653 and June 1, 2004 that he admitted he had never performed.

4. The facts as stated in paragraph 3, above, constitute violations of Idaho Code § 54-1413(1)(d) and (h) and IDAPA 23.01.01.100.05, 23.01.01.101.100.09, 23.01.01.101.05.c and 23.01.01.101.05.e.
5. Respondent, in lieu of proceeding with a formal disciplinary action to adjudicate the allegations as set forth above, hereby agrees to the imposition of discipline against his license as set forth in Section C below.

B.

I, Kent Hadfield, by affixing my signature hereto, acknowledge that:

1. I have read and admit the allegations pending before the Board, as stated above in section A. I further understand that these allegations if proven, constitute cause to discipline my license to practice nursing in the state of Idaho, and I agree that the Board has jurisdiction to proceed in this matter.

2. I understand that I have the right to a full and complete hearing; the right to confront and cross-examine witnesses; the right to present evidence or to call witnesses, or to so testify myself; the right to reconsideration; the right to appeal; and all rights accorded by the Administrative Procedure Act of the State of Idaho and the laws and rules governing the practice of nursing in the State of Idaho. I hereby freely and voluntarily waive these rights in order to enter into this stipulation as a resolution of the pending allegations.

3. I understand that in signing this consent order I am enabling the Board to impose disciplinary action upon my license without further process.

C.

Based upon the foregoing stipulation, it is agreed that the Board may issue a decision and order upon this stipulation whereby:

1. Respondent’s license is suspended with the suspension stayed at this time.

2. Respondent cannot work in unsupervised practice settings for two (2) years.

3. Respondent must complete the on-line Idaho Nurse Practice Act Course within 30 days of the date of the Board’s acceptance of this agreement. Verification of completion of the course shall be provided to the Board’s staff within ten days of completing the course.

CONSENT ORDER - 2
4. Respondent’s employer must submit directly to the Board performance reports every six months.

5. Respondent pays the actual costs of investigation and attorney fees incurred by the Board in bringing this action in a sum to be determined but not to exceed $500.00. Respondent will pay this within sixty days of the Board’s adoption of this agreement.

D.

1. It is hereby agreed between the parties that this settlement agreement shall be presented to the Board with a recommendation for approval from the Deputy Attorney General responsible for prosecution before the Board at the regularly scheduled meeting of the Board.

2. Respondent understands that the Board is free to accept, modify with Respondent’s approval, or reject this settlement agreement, and if rejected by the Board, an administrative hearing will be held at the next regularly scheduled Board meeting. Respondent hereby agrees to waive any right Respondent may have to challenge the impartiality of the Board to hear the allegations in the Complaint if, after review by the Board, this settlement agreement is rejected.

3. If the Board does not accept this Consent Order, it shall be regarded as null and void. Admissions by Respondent in the settlement agreement will not be regarded as evidence against Respondent at the subsequent disciplinary hearing.

4. This Consent Order shall not become effective until it has been approved by a majority of the board and endorsed by a representative member of the Board.

5. Any failure on the part of Respondent to timely and completely comply with any term or condition herein shall be deemed a default.

6. Respondent understands that the Board will not refund, in whole or in part, any monies paid to the Board for his initial licensure or renewal licensure.
7. Any default of this Consent Order shall be considered a violation of Idaho Code § 54-1413. If Respondent violates or fails to comply with this Consent Order, the Board may impose additional discipline pursuant to the following procedure:

a. The Board’s executive director shall schedule a hearing before the Board. Within twenty-one (21) days after the notice of hearing and charges is served, Respondent shall submit a response to the allegations. If Respondent does not submit a timely response to the Board, the allegations will be deemed admitted.

b. At the hearing before the Board upon default, the Board staff and Respondent may submit affidavits made on personal knowledge and argument based upon the record in support of their positions. Unless otherwise ordered by the Board, the evidentiary record before the Board shall be limited to such affidavits and this Consent Order. Respondent waives a hearing before the Board on the facts and substantive matters related to the violations described in Section A, and waives discovery, cross-examination of adverse witnesses, and other procedures governing administrative hearings or civil trials.

c. At the hearing, the Board will determine whether to impose additional disciplinary action, which may include conditions or limitations upon Respondent’s practice or suspension or revocation of Respondent’s license.

8. The Board shall have the right to make full disclosure of this Consent Order and the underlying facts relating hereto to any state, agency or individual requesting information pursuant to any applicable limitations of the Idaho Public Records Act, title 9, chapter 6 Idaho Code.

9. This Stipulation and Consent Order contains the entire agreement between the parties, and Respondent is not relying on any other agreement or representation of any kind, verbal or otherwise.
I have read the above stipulation fully and have had the opportunity to discuss it with legal counsel. I understand that by its terms I will be waiving certain rights accorded me under Idaho law. I understand that the Board may either approve this Consent Order as proposed, approve it subject to specified changes, or reject it. I understand that, if approved as proposed, the Board will issue an Order on this stipulation according to the aforementioned terms, and I hereby agree to the above stipulation for settlement. I understand that if the Board approves this stipulation subject to changes, and the changes are acceptable to me, the stipulation will take effect and an order modifying the terms of the stipulation will be issued. If the changes are unacceptable to me or the Board rejects this stipulation, it will be of no effect.

DATED this 6th day of September, 2004.

[Signature]

Kent Hadfield
Respondent

I concur in this stipulation and order.

DATED this 9th day of September, 2004.

STATE OF IDAHO
OFFICE OF THE ATTORNEY GENERAL

[Signature]

Cheri L. Bush
Deputy Attorney General

CONSENT ORDER - 5
ORDER

Pursuant to Idaho Code § 54-1404, the foregoing is adopted as the decision of the Board of Nursing in this matter and shall be effective on the 11th day of November, 2004. IT IS SO ORDERED.

IDAHO STATE BOARD OF NURSING

By

Randall Hudspeth, NP
Chairman

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 15th day of November, 2004, I caused to be served a true and correct copy of the foregoing STIPULATION AND CONSENT ORDER addressed as follows:

Cheri L. Bush
Deputy Attorney General
P.O. Box 83720
Boise, ID 83720-0010

U.S. Mail, postage prepaid

Kent Hadfield
1017 S. Arbor Island Way
Eagle, ID 83616

X Certified U.S. Mail, return receipt

X U.S. Mail, postage prepaid

X Certified U.S. Mail, return receipt

Sandra Evans, M.A.Ed., R.N.
Executive Director
Board of Nursing

CONSENT ORDER - 6
BEFORE THE IDAHO STATE BOARD OF NURSING

In the Matter of the License of:

KENT HADFIELD
License No. N-25057

) Case No. 04-075
) FINDINGS OF FACT,
) CONCLUSIONS OF LAW,
) AND FINAL ORDER
) Respondent.

PROCEDURAL OVERVIEW

On June 10, 2004, the Idaho State Board of Nursing (Board) received information alleging that Respondent had engaged in conduct that violated the nursing standards of practice. Subsequently, Board staff conducted an investigation. At the conclusion of the investigation, Respondent was offered the opportunity to negotiate a stipulation and consent agreement (Agreement), the terms of which would then be presented to the Board for approval. The Agreement that was negotiated included a provision that Respondent would not engage in practice in an unsupervised setting.

The Board reviewed the proposed Agreement during its regularly scheduled meeting in November 2004. While accepting the Agreement in theory, the Board had questions about the supervised setting requirement. The Board decided to accept the Agreement with the clarification that the supervised practice setting require direct supervision, a clarification that was subject to Respondent's approval.


This matter came on for hearing before the Idaho State Board of Nursing (Board) on the 29th day of April, 2005. The Respondent herein, Kent Hadfield, appeared and testified before the
Idaho Board of Nursing (hereinafter “Board”). Board chairman Randall Hudspeth, RN, NP, CNS, presided. Board members Jill Howell, RN; Karen Ellis, RN; Analyn Frasure, LPN; Shirlie Meyer, RN, Susan Odom, PhD, RN, and Ridon Clemm, LPN, participated in the hearing.

Having listened to the testimony and reviewed application and other materials on file in this matter, the Board enters the following Findings of Fact, Conclusions of Law, and Final Order.

**FINDINGS OF FACT**

1. The Board may regulate the practice of nursing in the State of Idaho in accordance with title 54, chapter 14, Idaho Code.

2. Respondent Kent Hadfield is a licensee of the Idaho State Board of Nursing. His Idaho license to practice professional nursing is numbered No. N-25057. Respondent’s continued retention of his license is subject to the provisions of title 54, chapter 14, Idaho Code.

3. The Board received a Report of Violation of the Nursing Practice Act alleging that Respondent had falsified patient records.

4. Respondent admitted falsifying a nursing note dated June 16, 2004. Respondent’s nursing note indicated that he had visited a patient when he did not. The patient he purportedly visited was in the hospital on that date indicated in the nursing note.

5. Respondent also admitted that, on May 27, 2004, he submitted a recert OASIS that contained an incorrect time. Respondent testified that it was his practice to insert times on his paperwork based upon when he anticipated seeing a patient. On the date in question, Respondent testified that he arrived earlier than he had anticipated but did not correct the record before handing in his paperwork so the entry did not accurately reflect the time at which he saw the patient.

**CONCLUSIONS OF LAW**
1. The facts as stated above fall within the regulatory jurisdiction of the Board as set forth in title 54, chapter 14, Idaho Code.

2. The Board has power to revoke, suspend, place on probation, reprimand, limit, restrict, condition or take other disciplinary action against a licensee as it sees fit, including assessment of the costs of investigation and discipline against the licensee, upon a determination by the Board that the licensee engaged in conduct in violation of the practice act or the duly promulgated rules of the Board. Idaho Code Sections 54-1413(1) and (1)(g).

3. The facts as stated in paragraphs 4 and 5, above, constitute violations of Idaho Code § 54-1413(1)(d) and (h) and IDAPA 23.01.01.100.05, 23.01.01.101.100.09, 23.01.01.101.05.c and 23.01.01.101.05.e and as such, constitute grounds for the imposition of discipline pursuant to Idaho Code Sections 54-1413(1) and (1)(g).

**FINAL ORDER**

Based upon the foregoing Findings of Fact and Conclusions of Law, and good cause being shown, **IT IS HEREBY ORDERED** that:

1. Respondent’s license is hereby suspended for a period of two years; however, the suspension shall be stayed on the condition that Respondent fulfills the remaining requirements of this ORDER in a timely manner. If, at the end of the two-year period, Respondent has fulfilled the requirements of this order in a timely manner, and if there are no further violations, the suspension shall be lifted.

2. Respondent work with general supervision for two (2) years.

3. Respondent must complete the on-line Idaho Nurse Practice Act Course within 30 days of the date of the Board’s acceptance of this order. Verification of completion of the course shall be provided to the Board’s staff within ten days of completing the course.

CONSENT ORDER - 3
4. Every six months, on the anniversary of the issuance of this order, Respondent’s employer must submit, directly to the Board, reports detailing Respondent’s work performance for the preceding six-month period.

5. Within sixty days of the date of issuance of this order, Respondent must pay the actual costs of investigation and attorney fees incurred by the Board in bringing this action, in a sum not to exceed $500.00. The actual cost of attorney time is $255.00 (3.4 hours at $75.00 per hour) and the actual cost of investigator time is $275.47 for a total cost of $530.47.

DATED this 5th day of July, 2005.

IDAHO STATE BOARD OF NURSING

By: [Signature]
Randall Hudspeth, RN, NP, CNS
Chairman

NOTICE OF APPEAL RIGHTS

This is a Final Order of the agency. Any party may file a motion for reconsideration of this Final Order within fourteen (14) days of the service date of this Order. The agency 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:

i. a hearing was held,

ii. the final agency action was taken,

iii. the party seeking review of the order resides or operates its principal place of business in Idaho, or

CONSENT ORDER - 4
iii. the party seeking review of the order resides or operates its principal place of business in Idaho, or

iv. 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 service date 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 11th day of July, 2005, I caused to be served a true and correct copy of the foregoing STIPULATION AND CONSENT ORDER addressed as follows:

Cheri L. Bush
Deputy Attorney General
P.O. Box 83720
Boise, ID 83720-0010

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

Kent Hadfield
1017 S. Arbor Island Way
Eagle, ID 83616

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

Sandra Evans, M.A.Ed., R.N.
Executive Director
Board of Nursing
KENT HADFIELD
1017 S ARBOR ISLAND WAY
EAGLE, ID