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

RANDI HADLEY
PN-10424

Idaho Board of Nursing – PO Box 83720 – Boise, Idaho 83720-0061 – (208) 334-3110
BEFORE THE BOARD OF NURSING

STATE OF IDAHO

In the Matter of: ) Case No. 01-029
) FINDINGS OF FACT,
) CONCLUSIONS OF LAW,
) AND FINAL ORDER

RANDI JO HADLEY ) Respondent.
License No. PN-10424,

Having reviewed the documents and correspondence contained in the administrative file in this matter, the Idaho Board of Nursing (hereinafter the “Board”) hereby enters the following Findings of Fact, Conclusions of Law, and Final Order:

FINDINGS OF FACT

1. Respondent Randi Jo Hadley (“Respondent”) is a duly licensed nurse in the State of Idaho holding License No. PN-10424.

2. On or about April 30, 2001, the Board received information from the Respondent’s employer that the Respondent had given medication to patients who no longer had an order for the drug; there was no documentation of medications that had been given, and there was an escalation in the amount of Lortab being given and wasted on her shift. The respondent was requested to submit to a drug test and refused.

3. On or about August 13, 2001, Respondent voluntarily surrendered her license, admitting to violations of the Nursing Practice Act. A true and correct copy of the voluntary surrender form signed by Respondent is attached hereto as Exhibit 1.

4. Respondent agreed upon signing the form to enter the Program for Recovering Nurses and participate in a monitoring program. Respondent has failed to follow through on urine drug screens on a number of occasions. A true and correct copy of the letter of non-compliance from the PRN Coordinator is attached hereto as Exhibit 2.
5. Following their regular meeting on April 12, 2002, the PRN Advisory Committee issued a Report of Non-Compliance with the Contract for Monitoring. A true and correct copy of the Report of Non-Compliance is attached hereto as Exhibit 3.

6. Respondent knowingly and freely waived her right to a hearing, and waived all rights granted to Respondent pursuant to the Administrative Procedures Act, chapter 52, title 67, Idaho Code.

CONCLUSIONS OF LAW

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

2. The allegations in the complaint, if proven, would constitute violations of the Nursing Practice Act and Rules and constitute grounds for revocation or suspension of Respondent’s license to practice nursing pursuant to Idaho Code § 54-1413(1)(d), (e), and IDAPA 23.01.01.370.04, 370.13, and 370.16.

3. Respondent’s voluntary surrender of licensure authorizes the Board to revoke or suspend Respondent’s license without further process pursuant to Idaho Code § 54-1413(2).

ORDER

NOW, THEREFORE, IT IS HEREBY ORDERED, based upon the foregoing Findings of Fact and Conclusions of Law, and good cause being shown, that Nursing License No. PN-10424 issued to Respondent Randi Jo Hadley is

___x___ Revoked

_____ Suspended _____ days/year(s) _____ indefinitely

based upon voluntary surrender, and is subject to subsequent review pursuant to Idaho Code § 54-1413(3).
It is further ordered that, should Respondent request reinstatement of licensure in the future, that she present the following information to the Board with her application for reinstatement:

1. Evidence of abstinence from the use of non-medically prescribed drugs and alcohol;
2. Documentation that she is rehabilitated and competent to practice nursing by submitting:
   a. A comprehensive drug/alcohol evaluation completed by a qualified mental health care provider at the time of application for reinstatement;
   b. A detailed summary of employment since licensure revocation or suspension; and
   c. Documentation of activities engaged in to address drug/alcohol issues, to include documentation of an active recovery program.
   d. Evidence of financial compliance with NCPS and the PRN program.

The Board reserves the right to assess investigative costs and attorney’s fees incurred in this matter as a condition of reinstatement.

This order is effective immediately.

DATED this 16th day of May, 2002.

IDAHO BOARD OF NURSING

By Charles Moseley, CRNA
Chair

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NOTICE OF AVAILABLE RIGHTS

If respondent’s license was revoked, then pursuant to Board Rule 120.06, Respondent may not apply to the Board for reinstatement for two (2) years after the date
of execution of this Order unless the Order specifies otherwise. At the time of application, the Board may conduct further evidentiary hearings pursuant to Board Rule 120 to determine whether to deny reinstatement, grant a reinstatement, or issue a license permitting the applicant to practice nursing under specified terms and conditions.

If respondent’s license was suspended Respondent may apply to the Board within a reasonable time after the execution of this Order, or as specified by the term of suspension. At the time of application, the Board may conduct further evidentiary hearings pursuant to Board Rule 120 to determine whether to deny reinstatement, grant a reinstatement, or issue a license permitting the applicant to practice nursing under specified terms and conditions.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 20th day of May, 2002, I caused to be served a true and correct copy of the foregoing FINDINGS OF FACT, CONCLUSIONS OF LAW, AND FINAL ORDER addressed as follows:

Randi Hadley
567 Burke Road
Wallace ID 86873

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
RULE 132
VOLUNTARY SURRENDER OF LICENSE

I, Randi J. Hardley, by affixing my signature hereto, acknowledge that:

1. I admit that I have engaged in the following conduct: through poor judgment I took narcotics that were not prescribed to me.

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 §§54-1413(2)(a).

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 hereby voluntarily surrender license number PN-10424 and will immediately discontinue the practice of nursing in Idaho.

8. As required by Board of Nursing Rule 132, IDAPA 23.01.01.132, I agree to enter treatment immediately, to participate in a monitoring program and to resume the practice of nursing only at such time as a conditional limited license has been issued to me.

9. I understand that Board of Nursing representatives will, if questioned, report the status of my license as “surrendered.”

DATED: 8-20-01

Signature of Licensee
Box 313
Address
Wallace, ID 83873
City, State, Zip

DATED: 6/99-PRN

Signature of Witness

EXHIBIT NO: 1
April 11, 2002

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

RE: Randi Hadley

Dear Ms. Evans,

This letter is to notify you that Ms. Randi Hadley is no longer in compliance with her PRN contract, and we feel she must be reported to the Board of Nursing.

On April 10, NCPS, the PRN approved testing facility, notified our office that an anonymous call was received at their office from a concerned friend of Ms. Hadley. This anonymous caller stated that Ms. Hadley has recently been consuming large amounts of his hydrocodone. Because we felt that it was necessary to follow-up on this concern, our office arranged for Ms. Hadley to be tested the following day (4/11) with two-hours to complete the test with no consumption of liquids prior to testing. When Ms. Hadley called in to NCPS on 4/11 at 7:15 am, she was given the specifications of her test for that specific day.

At 3:00 pm, Ms. Hadley called the PRN office and stated that she would not be able to test that day because she could not afford to pay the up-front collection fee at her testing site. When Ms. Hadley was asked why she did not call earlier, she stated that she forgot. PRN notified NCPS of Ms. Hadley’s statement, and NCPS made arrangements for the testing site to bill them for her collection fee, and NCPS would in-turn bill Ms. Hadley at a later date. When PRN contacted Ms. Hadley to inform her that she would not have to pay the collection fee, and that she must go test immediately, Ms. Hadley stated that she did not have any gas in her car to drive to the testing site. PRN informed Ms. Hadley that if she did not test as scheduled, her missed test would be treated as a positive test.
Furthermore, similar incidents have occurred three times with Ms. Hadley in the past. The first time Ms. Hadley stated that she could not afford to pay her collection fee, she was excused from testing. The second time this occurred, Ms. Hadley did find the money to test, and the test was negative. The third time this occurred, Ms. Hadley also found the money to test, but her specimen was recorded as diluted, and she was warned about dilute specimens.

For the above reasons, we feel it is necessary to turn Ms. Hadley’s case over to the Board of Nursing for further action.

If you have any questions or concerns, please feel free to contact me or Theresa Bruening, PRN Compliance Monitor.

Sincerely,

John Southworth, CADC, AIS
PRN Coordinator
(208) 891-4726 cellular
(800) 386-1695 toll free

JS:tb
PROGRAM FOR RECOVERING NURSES

An Alternative to Disciplinary Action Program offered by the Idaho Board of Nursing.

TO: SANDRA EVANS, MAEd, RN
    Executive Director
    Idaho Board of Nursing

FROM: Karen Ellis, RN, Chairperson
      Program for Recovering Nurses

DATE: April 12, 2002

The file of Randi Hadley was reviewed at the Advisory Committee meeting on April 12, 2002, and found to be in non-compliance of recommendations because of the following:

Failure to comply with all terms and conditions of the Contract for Monitoring.

The Committee made the following recommendation(s):

Refer to Board for disciplinary action.

File reviewed by Executive Director:

__________________________________________
Signature

__________________________________________
Date

Action Recommended to Board: 402

EXHIBIT NO: 3
SEND TO: RANDI JO HADLEY
PO BOX 213
WALLACE ID 83873-0213

RECEIVED BY: RANDI JO HADLEY
WALLACE ID 83873

COMPLETE SECTION ON DELIVERY

A. Received by (Please Print Clearly)

B. Date of Delivery

C. Signature

D. Is delivery address different from item 1?

1. Article Addressed to:

2. Article Number (Copy from service label)

3. Service Type

4. Restricted Delivery? (Extra Fee)

5. Certified Mail

6. Registered

7. Return Receipt for Merchandise

8. Insured Mail

9. C.O.D.

10. Express Mail

11. Domestic Return Receipt

PS Form 3811, July 1999