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

HEATHER REDDING
PN-13345

Idaho Board of Nursing – PO Box 83720 – Boise, Idaho 83720-0061 – (208) 334-3110
May 5, 2008

Heather M. Redding
149 Harter Drive
Idaho Falls ID 83404

Dear Ms. Redding:

During their meeting on May 1-2, 2008, the Board of Nursing members took action to accept the Stipulation and Consent Order in which you agree to discontinue the practice of nursing through August 31, 2008 and shall allow your practical nurse license to lapse on August 31, 2008. Enclosed is a copy of the Final Order.

The Order became effective May 1, 2008. Please be advised that you may apply for reinstatement as indicated in Sections C.

Sincerely,

[Signature]

SANDRA EVANS, MAEd, RN
Executive Director

SE:lhe

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:  
HEATHER M. REDDING, 
License No. PN-13345, 
Respondent.  

Case No. BON 06-019

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 Heather M. Redding (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 Heather M. Redding is a licensee of the Idaho State Board of Nursing and holds License No. PN-13345 to practice practical nursing in the State of Idaho. Respondent’s license is subject to the provisions of title 54, chapter 14, Idaho Code.

3. Respondent graduated from Eastern Idaho Technical College on May 6, 2005, and was employed with State Hospital South from approximately May through September 2005. From approximately December 7, 2005, to January 23, 2006, Respondent was employed as a licensed practical nurse at Eastern Idaho Regional Medical Center (EIRMC).

4. When Respondent was hired by EIRMC, she was treated as a new graduate
in terms of orientation and was scheduled for six weeks of orientation, working with at least five different preceptors. After approximately four weeks of orientation, the preceptors evaluated Respondent’s skills and Respondent was counseled on January 16, 2006, regarding the following:

a. Respondent lacked basic nursing knowledge and failed to utilize established nursing practice guidelines, evidenced by improper sterile technique when changing a PICC dressing, laying insulin syringes down on bedside table without having them capped, poor understanding of medication usage, including MAR routines, poor understanding of I&O routine and importance of accurate I&O, and poor data collection during patient assessments.

b. Respondent showed an absence of critical thinking skills and an inability to visualize the “big picture,” evidenced by several instances including taking a patient off of oxygen and then failing to re-check oxygen saturations, administering a new blood pressure medication that was given for a blood pressure of 180/87 and then failing to re-check the blood pressure, and inability to prioritize patient care according to circumstances and cares required.

c. Respondent showed an inability to assume increasing responsibility and patient load, evidenced by the fact that Respondent was unable to handle a full patient load.

5. Respondent’s skills did not improve, and Respondent was terminated from EIRMC on or about January 23, 2006.

6. The above-stated allegations, if proven, would constitute a violation of the laws and rules governing the practice of nursing, specifically Idaho Code § 54-1413(1)(d), (g) and (h) and Board Rules (IDAPA 23.01.01) 100.05, 100.08, 100.09, 101.04.a, 101.04.d, 101.04.i, 101.04.j, 101.05.c and 101.05.e.

7. Respondent, in lieu of proceeding with a formal disciplinary action to adjudicate the allegations as set forth above, hereby admits the violations and agrees to

STIPULATION AND CONSENT ORDER - 2
the discipline against her license as set forth in Section C below.

B.

I, Heather M. Redding, 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 shall not practice of nursing in Idaho or elsewhere under License No. PN-13345 from the date upon which she signs this stipulation through August 31, 2008. Respondent’s license shall be a single-state license 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 shall allow license PN-13345 to lapse on August 31, 2008.

3. At such time as Respondent requests reinstatement of licensure, she shall comply with the requirements of Idaho Code § 54-1411(3) and IDAPA 23.01.01.120.

STIPULATION AND CONSENT ORDER - 3
4. The Board reserves the right to assess investigative costs and attorney fees incurred in this matter as a condition of reinstatement.

4. The violation of any of the terms of this Stipulation by Respondent will warrant further Board action. The Board therefore retains jurisdiction over this proceeding until all matters are finally resolved as set forth in this Stipulation.

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 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, 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. This Stipulation and Consent Order is the resolution of a contested case and is a public record.

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 11 day of April, 2008.

Heather M. Redding
Respondent

I concur in this stipulation and order.

DATED this 30th day of April, 2008.

STATE OF IDAHO
OFFICE OF THE ATTORNEY GENERAL

By
Karl T. Klein
Deputy Attorney General

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 10th day of April, 2008. IT IS SO ORDERED.

IDAHO STATE BOARD OF NURSING

By
Sis'an Odom, Ph.D., R.N.
Chair
CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this ______TH day of ________, 2008, I caused to be served a true and correct copy of the foregoing by the following method to:

Heather M. Redding
149 Hartert Drive
Idaho Falls, ID 83404

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

J. Michael Wheiler
THOMSEN STEPHENS LAW OFFICES
2635 Channing Way
Idaho Falls, ID 83404

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

Karl T. Klein
Deputy Attorney General
P.O. Box 83720
Boise, ID 83720-0010

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

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

STIPULATION AND CONSENT ORDER - 7
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<thead>
<tr>
<th>SENDER: COMPLETE THIS SECTION</th>
<th>COMPLETE THIS SECTION ON DELIVERY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complete items 1, 2, and 3. Also complete Item 4 if Restricted Delivery is desired.</td>
<td>A. Signature</td>
</tr>
<tr>
<td>Print your name and address on the reverse so that we can return the card to you.</td>
<td>X</td>
</tr>
<tr>
<td>Attach this card to the back of the mailpiece or on the front if space permits.</td>
<td>B. Received by (Printed Name)</td>
</tr>
<tr>
<td>5/7/08</td>
<td>C. Date of Delivery</td>
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1. Article Addressed to:

HEATHER M REDDING
149 HARTERT DRIVE
IDAHO FALLS, ID. 83404

2. Article Number
(Transfer from service label)

7004 1350 0002 8308 9895

PS Form 3811, February 2004
Domestic Return Receipt
102555-02-M-1540