

IDAHO BOARD OF NURSING
POSITION REGARDING DISCIPLINE

The Board of Nursing is committed to public protection through meaningful disciplinary activities. The Board is also mindful that appropriate disciplinary activities will have a profound impact on the nursing profession. Carefully structured resolution of disciplinary matters may rehabilitate or educate the offending licensee, deter others from engaging in misconduct, or—in the most egregious cases—achieve retribution.

The Board believes that the public and profession are best served when disciplinary activities are prompt, equitable, impartial, consistent, and based on the facts. Written complaints are addressed on a priority basis, dealing first with those complaints which pose an imminent threat of danger or which are otherwise egregious. The Board acknowledges that investigating every minor incident does not necessarily ensure protection of the public.

Investigation of a reported violation must include identification and analysis of causal factors contributing to the event. The Board acknowledges that health-care systems are complex, ever-changing and risk-prone. Practice errors may result from human error, system breakdown, or both. Analysis of the root cause of alleged violations will assist the Board in determining the corrective measures necessary for public protection.

Each case is evaluated on its own merit, in light of its unique facts and individual circumstances. Discipline or alternatives to discipline are based on consideration of all relevant factors. The Board may utilize broad range of disciplinary options, ranging from informal to formal actions, and moderate to severe sanctions. In an appropriate circumstance, the Board may choose to utilize its *Practice Remediation Program (PRP)* or the *Program for Recovering Nurses (PRN)*.

Where public safety will not be compromised, the Board will consider remedial measures or informal corrective actions, possibly even within the licensee's employment setting. Severe discipline is imposed in cases of willful, reckless behavior or conduct that demonstrates intentional disregard for the public's safety and welfare. Egregious behaviors, such as exploitation of vulnerable patients, patient abuse, or adulteration of patient's medication, are not tolerated.

Approved by Board of Nursing 2/3/12