



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.
Patricia Thomas
Executive Director of the Board

BEFORE THE BOARD OF NURSE EXAMINERS
FOR THE STATE OF TEXAS

In the Matter of § AGREED
Registered Nurse License Number 602985 §
issued to NWAEJU O. NJIE § ORDER

An investigation by the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, produced evidence indicating that NWAEJU O. NJIE, hereinafter referred to as Respondent, Registered Nurse License Number 602985, may have violated Section 301.452(b)(10)&(13), Texas Occupations Code.

An informal conference was held on March 27, 2007, at the office of the Board of Nurse Examiners, in accordance with Section 301.464 of the Texas Occupations Code.

Respondent appeared in person. Respondent was represented by Christopher Malish, Attorney at Law. In attendance were Katherine A. Thomas, MN, RN, Executive Director; Victoria Cox, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; Virginia Ayars, BSN, RN, Education Nurse Consultant; Jason Bressie, Investigator; William Shanafelt, Investigator; and Christi Horton, RN, Investigator.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license.
2. Respondent waived notice and hearing, and consented to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received an Associate Degree in Nursing from Lagos University, Lagos, Nigeria, on July 1, 1975. Respondent was licensed to practice professional nursing in the State of Texas on April 15, 1994.

5. Respondent's professional nursing employment history includes:

04/1994 - 07/1997	Charge Nurse	Highland Hills Nursing Ctr. Austin, Texas
08/1997 - 10/1998	Assistant Director of Nursing	First Care Home Health Austin, Texas
10/1998 - 03/2005	Staff RN Med/Surg Unit	Seton Medical Center Austin, Texas
03/2005 - Present	Staff Nurse	North Austin Medical Center Austin, Texas

6. At the time of the initial incident in Finding of Fact Number Seven (7), Respondent was employed as a Staff RN with Seton Medical Center, Austin, Texas, and had been in this position for five (5) years and nine (9) months.
7. On or about July 19, 2004, while employed as a Staff RN in the Med/Surg Unit with Seton Healthcare Network, Austin, Texas, Respondent failed to administer "*Potassium Chloride 20 milliequivalent in 100 milliliters of Normal Saline to be given intravenously over two hours time, dose to be repeated one time*" to Patient Number 190170, as ordered by the physician. Respondent's conduct was likely to injure the patient in that failure to administer medication to correct an electrolyte imbalance could have subjected the patient to a risk of arrhythmia, cardiac arrest and/or respiratory paralysis.
8. On or about October 19, 2004, while employed as a Staff RN in the Med/Surg Unit with Seton Healthcare Network, Austin, Texas, Respondent failed to obtain a wound culture of the Stage IV decubitus ulcer to the coccyx of Patient Number 5027553, as ordered by the physician. Respondent's conduct was likely to injure the patient from complications due to delayed treatment of the patient's wound, including worsening of the wound, systemic infection and possible demise.
9. On or about February 28, 2005, while employed as a Staff RN in the Med/Surg Unit with Seton Healthcare Network, Austin, Texas, Respondent failed to ensure a Computerized Tomography Scan was obtained of, and that the pre-surgical medications were administered to, Patient Number 552089 in preparation for surgery, as ordered by the physician. As a result, other required pre-surgical tests were also delayed. Respondent's conduct was likely to injure the patient due to delayed treatment of the patient's disease process.

10. On or about February 28, 2005, while employed as a Staff RN in the Med/Surg Unit with Seton Healthcare Network, Austin, Texas, Respondent falsely documented that she verified the home medication orders of the aforementioned Patient Number 552089 with the physician, as required by the facility's policy, and then documented them on the patient's Medication Administration Record as the patient's scheduled medications. As a result, Respondent scheduled the patient to receive Coumadin, an anticoagulant, the evening before the patient was scheduled for surgery; however, shortly before the Coumadin was to be administered, the physician discovered the errors. Coumadin should not be administered before surgery because it significantly increases the risk of hemorrhage. Respondent's conduct resulted in an inaccurate record and was likely to injure the patient from significant risk of surgical hemorrhage, including possible demise, had the Coumadin actually been administered.
11. In response to the incidents in Findings of Fact Numbers Seven (7) through Ten (10), Respondent states she is regretful of the occurrences and has implemented changes in the procedures she follows at the end of every shift to ensure it never happens again. She states she has learned from these incidents and intends to do everything in her power to ensure they are not repeated.
12. The Board finds that Respondent has shown improvement in performance as reflected in her recent evaluations, and has been consistently described as a "Contributor" to her units. Respondent's current evaluation includes comments from her direct supervisor which indicate that Respondent has grown over the last couple of years and that she is organized and punctual with an excellent attendance record.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.455, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violations of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §§ 217.11(3), 217.11(1)(C) &(1)(D)[*effect. 9/28/04*] and 217.12(1)(B),(4)&(6)(A)[*effect. 9/28/04*].
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 602985, heretofore issued to NWAEJU O. NJIE, including revocation of Respondent's license to practice professional nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Board of Nurse Examiners, that RESPONDENT SHALL receive the sanction of WARNING WITH STIPULATIONS, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code §§301.001 *et seq.*, the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE § 211.01 *et seq.* and this Order.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate licensure privilege, if any, to practice professional nursing in compact states.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the State of Texas and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL deliver the wallet-sized license issued to NWAEJU O. NJIE, to the office of the Board of Nurse Examiners within ten (10) days of the date of this Order for appropriate notation.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to

be approved, the target audience shall include nurses. It shall be a minimum of six (6) contact hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding Sexual Misconduct, Fraud, Theft and Deception, Nurses with Chemical Dependency, and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bne.state.tx.us/about/stipscourses.html>.*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in medication administration. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include Nurses. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour clinical component which is to be provided by the same Registered Nurse who provides the didactic portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects

resulting from improper administration. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form, provided by the Board, to the office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bne.state.tx.us/about/stipscourses.html>.*

(4) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bne.state.tx.us/about/stipscourses.html>.*

IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR ONE (1) YEAR OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE A REGISTERED NURSE (RN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD.

(5) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(6) RESPONDENT SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.

(7) RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the Respondent by the Board, periodic reports as to RESPONDENT's capability to practice nursing. These reports shall be completed by the Registered Nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) months for one (1) year of employment as a nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

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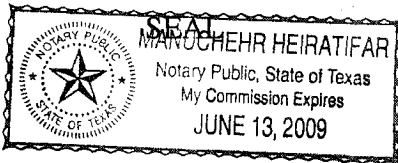
RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 6th day of September 2007.

NWA
NWAJEJU O. NJIE, Respondent

Sworn to and subscribed before me this 20 day of sep, 2007.



[Signature]

Notary Public in and for the State of Texas

Approved as to form and substance.

[Signature]
Christopher Malish, Attorney for Respondent

Signed this 25 day of Sept, 2007.

WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners for the State of Texas does hereby ratify and adopt the Agreed Order that was signed on the 6th day of September, 2007, by NWAEJU O. NJIE, Registered Nurse License Number 602985, and said Order is final.

Effective this 13th day of November, 2007.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas", is written over a horizontal line.

Katherine A. Thomas, MN, RN
Executive Director on behalf
of said Board