

Nevada State Board of NURSING NEWS

September 2005

Apprentice Nurses:
Who are they?
What can they do?

**Nevada Legislature
Passes Assembly
Bill 183**

The Other Shortage

**On Line CNA
Renewal is Here!**

You've Got Questions?

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can you find the answers?

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IN ONE PRECISE MOMENT



A MOTHER HOLDS HER FIRST CHILD

A STROKE SURVIVOR TAKES A STEP ON HER OWN

A HEART PATIENT IS FLOWN IN BY CHOPPER

AND A DOCTOR SAYS, "SHE'S GOING TO BE FINE."

SOMETHING HAPPENS WHEN YOU PUT
ELEVEN CENTERS OF EXCELLENCE IN ONE HOSPITAL:
EVERY MOMENT IS CHARGED WITH MEANING.
AND MIRACLES ARE ALL PART OF A DAY'S WORK.

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The mission of the Nevada State Board of Nursing is to protect the public's health, safety and welfare through effective regulation of nursing.

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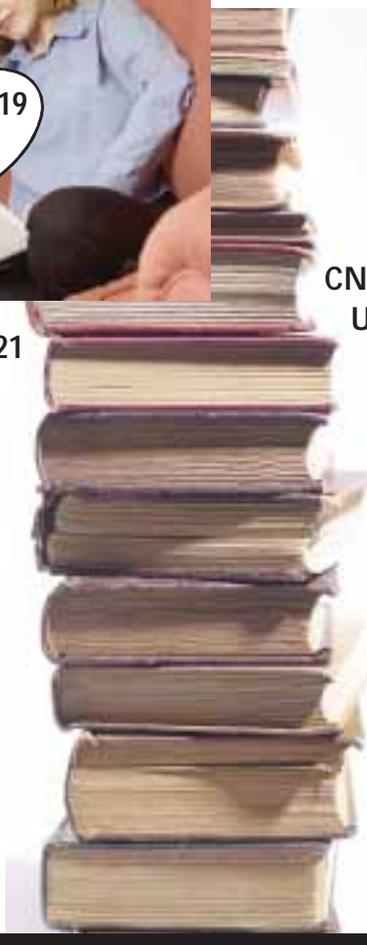
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How Does AB183 Relate to the Nursing Board?

A message from the executive director

Beginning on page 10, you'll find the text of Assembly Bill 183, a bill the legislature passed this session that goes into effect October 1, 2005.

When the Nevada Nurses Association proposed to the Board the concept which resulted in the adoption of AB183, the Board members carefully weighed their role and legislative charge in regards to the regulation of the practice of nursing in Nevada. In 1923, the legislature declared that the practice of nursing was a learned profession affecting the safety, health and welfare of the public and therefore, subject to regulation to protect the public from the practice of nursing by unqualified and unlicensed persons and from unprofessional conduct by persons licensed to practice nursing. The Board is charged with regulating the practice of nursing and to enforce the provisions of Chapter 632, the Nurse Practice Act.

So how does a statute that will be incorporated into facility law (Chapter 449) relate to the Nevada State Board of Nursing? Board staff are often asked to give presentations to nurses and nursing assistants to support them in following the law and making safe decisions within the Nurse Practice Act. Staff were often confronted with nurses and nursing assistants who felt as though they were put in a "Catch 22" when given an assignment which was beyond their knowledge, skill, or experience. Board staff get numerous calls from nurses and nursing assistants seeking guidance for how to say "no" to their supervisors when given an assignment which has the potential to put patients at risk.

Board staff always refer individuals to the Nurse Practice Act when questions are posed regarding unsafe assignments. We tell the individuals that they must know the law which regulates their practice, and in this instance, specifically, we refer them to the following regulations when the question is whether or not they should accept an assignment.

The following regulations address how to assess your own knowledge, skill, or experience in accepting any assignment you may encounter.

NAC 632.890 Unprofessional conduct. (NRS 632.120, 632.320) The Board will consider the following acts, among others, by a licensee or holder of a certificate as unprofessional conduct:

2. Performing acts beyond the scope of the practice of nursing.
3. Assuming duties and responsibilities within the practice of nursing without adequate training.
4. Assuming duties and responsibilities within the practice of nursing if competency is not maintained, or the standards of competence are not satisfied, or both.
9. Practicing nursing while, with or without good cause, his physical, mental or emotional condition impairs his ability to act in a manner consistent with established or customary nursing standards, or both.
22. Leaving an assignment without properly notifying the appropriate personnel or abandoning a patient in need of care.
28. Causing a patient physical, mental or emotional harm by taking direct or indirect actions or failing to take appropriate actions.
33. Abusing or neglecting a patient.

NAC 632.895 Interpretations for purposes of disciplinary action. (NRS 632.120, 632.320) For the purposes of disciplinary action on the following grounds, the following interpretations apply:

5. An offense involving abuse or neglect includes an act by a licensee or holder of a certificate that constitutes the failure to provide such service, care or supervision as is reasonable and necessary to maintain the health or safety of a patient if:
 - (a) The act or omission is intentional, reckless or grossly negligent;
 - (b) The act or omission is such a departure from what would be the conduct of an ordinarily prudent, careful person under the same circumstances that it is contrary

It is our hope that the passing of AB183 has underscored a nurse's and nursing assistant's role and responsibility to be a patient advocate.

to a proper regard for danger to human life or constitutes indifference to the resulting consequences;

(c) The consequences of the act or omission could have been reasonably foreseen; and

(d) The danger to human life was not the result of:

(1) The failure to attend to a duty under circumstances that require the attention of the licensee or holder of a certificate;

(2) A mischance, accident or casualty caused by the licensee or holder of a certificate upon a person without an intent to harm or hurt the person but which results in injury to or the death of the person; or

(3) An unintentional act, omission or error in judgment by the licensee or holder of a certificate, but was the natural and probable result of the act or omission.

Should you find that you would be violating any of these regulations, which may ultimately be deemed unprofessional conduct, the Nurse Practice Act gives you guidelines to respectfully refuse the assignment.

This guidance is found in NAC 632.895 (6) An act of patient abandonment occurs if:

(a) A licensee or holder of a certificate

has been assigned and accepted a duty of care to a patient;

(b) The licensee or holder of a certificate departed from the site of the assignment without ensuring that the patient was adequately cared for; and

(c) As a result of the departure, the patient was in potential harm or actually harmed.

All three of the conditions described in this regulation must be met in order for the Board to define your conduct as patient abandonment.

In the adoption of AB183, nurses and nursing assistants are given legal recourse if a medical facility retaliates against them for refusing an assignment if they believe they do not have the knowledge, skill, and experience to take on the assignment. Board staff will continue to refer nurses and nursing assistants who call asking for guidance about refusing an assignment to the Nurse Practice Act. It is our hope that the passing of AB183 has underscored a nurse's and nursing assistant's role and responsibility to be a patient advocate.



Debra Scott, MS, RN, APN
Executive Director

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- March 2006
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APPRENTICE NURSES:

Who Are They?

What Can They Do?



Who Are Apprentice Nurses?

An Apprentice Nurse is an RN or PN nursing student currently enrolled in a nursing program. The Apprentice Nurse works at a health care facility providing nursing care following a Board-approved skills list. As Apprentice Nurses progress through their nursing programs, their ability to perform more of the approved skills increases. The Apprentice Nurse Program offers students the opportunity to practice their clinical skills and to acclimate to the role of the licensed nurse.

There are many success stories associated with the Apprentice Nurse Program. Students praise the program for enhancing their nursing skills and confidence, while giving them the opportunity to familiarize themselves with their future nursing roles. Directors of Nursing have found the program a valuable recruiting, retention, and professional development tool.

Clarification: In the June 2005 issue of the NSBN News, we used the word “student” interchangeably with “Apprentice Nurse.” The RN and PN Apprentice Nurse Skills Lists only apply to students who are Apprentice Nurses. They do not apply to students who are practicing during their clinical rotations under direct faculty supervision.

It is the responsibility of the hiring facility Director of Nursing to:

- Ensure the student (in-state or out-of-state) is currently enrolled in a program of nursing that is approved by that state’s board of nursing or appropriate state agency authorized to approve nursing programs.
- Ensure the nursing program (out-of-state) is also nationally accredited through either the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nursing Education (CCNE).
- Ensure the student (in-state or out-of-state) is currently enrolled in a program of professional nursing and maintains enrollment during participation as an Apprentice Nurse.
- Verify the apprentice nurse’s competence to perform the skills and that the skills are on the Board-approved skills list.

Accountability for compliance with all program requirements remains with the Director of Nursing, as this individual has responsibility for all nursing activities within the facility.

A student’s eligibility to participate in the Apprentice Nurse Program ends upon graduation from the nursing program. At that time, the student becomes a graduate nurse and must possess an Interim Permit to practice nursing. It is the responsibility of the Director of Nursing to ensure that after graduation, the student no longer practices nursing as an Apprentice Nurse. It is also the responsibility of the Director of Nursing to ensure that all graduate nurses have active Interim Permits authorizing the practice of nursing.

What Can Apprentice Nurses Do? *(This Apprentice Nurse Skills List is also on the Board's website.)*

Skill	RN	PN
Advanced Directives	Documentation and teaching	Documentation
AM Care/Activities of Daily living	Includes shaving	Includes shaving
Ambulation of Patients	Performs	Performs
Admission and ongoing assessment	Assists in data collection	Contributes to data collection, reports information and records objective and subjective data
Back Rubs	Performs	Performs
Bathing patients	Bed, assist, sponge, tub, shower, whirlpool	Bed, assist, sponge, tub, shower, whirlpool
Bathroom	Assist with commode, bedpans, urinals	Assist with commode, bedpans, urinals
Bed making	Performs	Performs
Bili-lights	Assist RN with care of infants under light	No
Breast feeding	Reinforcement education	No
Bowel and bladder	Assist with retraining	Assist with retraining
Call lights	Answer	Answer
Cast care	Routine cast care with RN assist	Routine cast care with RN assist
Catheters, Foley	Insertion, site care, care of patient with, emptying drainage bag, discontinuation, retention	Insertion under supervision of licensed nurse, site care, care of patient with, emptying drainage bag, discontinuation, retention
Catheters, intermittent	Insertion, site care, care of patient	Site care, care of patient
Catheters, suprapubic	Site care, care of patient, empty drainage bag	Site care, care of patient, empty drainage bag
Charting, flow sheets	Graphic/vital signs record, profile, admission database, I&O, outpatient, pre-op	Graphic/vital signs record, profile, I&O, outpatient
Circulation, movement, sensation assessment	Performs	No
Code	As appropriate with basic CPR	As appropriate with basic CPR
Croup tent	Care of patient in	No
Discharge of patients	Performs	Assists with
Douche	Administration	No
Dressing and undressing	Performs	Performs
Dressing changes (sterile and nonsterile)	Surgical, simple (uncomplicated), moist, nonsterile, wet to dry	Surgical, simple (uncomplicated), moist, nonsterile, wet to dry
Education, patient	Reinforcement of established written teaching plan	Reinforcement of established written teaching plan
EKG, 12-lead	Task only, no interpretation	No
Enema	Fleets, Harris Flush, oil retention, soap suds	Fleets, Harris Flush, oil retention, soap suds
Errands as directed	Supplies and equipment	Supplies and equipment
Elastic stockings	Measuring and application	Measuring and application
HS and PM care	Performs	Performs
Hair care	Shampoo, brush, and comb	Shampoo, brush, and comb
I&O	Adult/pediatric	Adult/pediatric
Impaired mobility management	Positioning and transferring	Positioning and transferring
Intravenous Therapy	Start and remove peripheral line or peripheral access device, administer IV fluids w/o additives or medications, peripheral and central venous IV site care, flush lock	Start and remove peripheral access device with needles that are no longer than 3", administer IV fluids w/o additives or medications, peripheral and central venous IV site care, flush lock
Isolation	Technique following guidelines (Standard Precautions, Body Substance Isolation)	Technique following guidelines (Standard Precautions, Body Substance Isolation)
Jejunostomy	Gavage of existing tube	Gavage of existing tube
K-pad	Administration and monitoring	Administration and monitoring
Linen	Emptying	Emptying
Medications	Administration of oral, intra-muscular, subcutaneous, otic, ophthalmic, nasal, or tube	Administration of oral, intra-muscular, subcutaneous, otic, ophthalmic, nasal, or tube
Medications not allowed	IV medications (PCA, push, piggyback, additives) or epidural	IV medications (PCA, push, piggyback, additives) or epidural

What Can Apprentice Nurses Do? *(This Apprentice Nurse Skills List is also on the Board's website.)*

Skill	RN	PN
Nutrition	Appropriate for age and diagnosis, feed patient, verifying diet, feed with regular or thumb-controlled syringe, assist with menus, pass trays	Appropriate for age and diagnosis, feed patient, verifying diet, assist with menus, pass trays
Nutrition, GT/PEG feeding	Care of patient, administer tube feeding	Care of patient, administer tube feeding
Nutrition, nasogastric tube	Care of patient, insertion, gavage with existing tube, gastric suctioning,	Care of patient, insertion, gastric suctioning, may not feed with weighted tip tube
Observe condition or change in condition	Performs	Performs
Oral hygiene (conscious and unconscious patient)	Brush, floss, denture care	Brush, floss, denture care
Orthopedic devices	Care of patient with knee immobilizer, cervical collar, sling, crutches, CPM	Care of patient with knee immobilizer, cervical collar, sling, crutches, CPM
Ostomy	Change bag and skin care	Change bag and skin care
Orientation of patients to room/unit	Performs	Performs
Oxygen therapy	Care of patient and application of mask, nasal cannula, hood, blow-by	Care of patient and application of mask, nasal cannula, hood, blow-by
Perineal care	Performs	Performs
Positioning patient in bed	Performs	Performs
Post-mortem care	Assist with care, consent forms, required request	Assist with care only
Pre-procedure shave/skin prep	Performs	Performs
Pulse oximetry	Performs	Performs
Range of Motion exercises	Simple	Simple
Rectal digital stimulation (not on new paraplegics or quadriplegics)	Performs	Performs under RN direction only
Restraints/safety devices	Apply, release, care of patient	Apply, release, care of patient
Safety	Fall prevention, care of patient, patient education and documentation, reporting	Fall prevention, care of patient, reporting
Seizure care	Precautions and management	Precautions and management
Sequential compression stocking	Application and care of patient	No
Skin care	Pressure ulcer prevention, turning, collecting skin-skin-care related data	Pressure ulcer prevention, turning, collecting skin care related data
Specialty beds	Care of patient	Care of patient
Specimen collection and handling (nonmanipulated)	Respiratory secretions and sputum, throat, rectal, stool, urine, diaper	Respiratory secretions and sputum, throat, rectal, stool, urine, diaper
Specimen collection and handling (manipulated)	Wound drainage, indwelling catheter	Wound drainage, indwelling catheter
Staples/suture	Removal only	Removal with assist of licensed nurse
Steri-strips	Application and removal	Application and removal
Suctioning and care of patient	Tracheal, oral, and nasal	Tracheal, oral, and nasal
Suctioning, bulb (infants)	Only with OB/RN instruction	No
Surgical drains	Care of Jackson Pratt, J-Vac, JT-tube	Care of Jackson Pratt, J-Vac, JT-tube X
Tracheotomy	Care and suctioning	Care and suctioning
Traction equipment	Set up (trapeze only), assist RN/LPN/PT with initial application and care of patient, may reapply traction	Set up (trapeze only), assist RN/LPN/PT with initial application and care of patient, may reapply traction
Transporting patients/equipment	Performs	Performs
Transcription of orders	Limited to provider order processing—eg, transfer of order to MAR; may not accept telephone and/or verbal orders	No
Vaporizer—cool mist	Performs	No
Valuables	Appropriate care and documentation	Appropriate care and documentation
Vital signs	Performs	Performs
Weights/heights	May measure and weigh patient (standing/chair/ bed, scale/sling)	May measure and weigh patient (standing/chair/ bed, scale/sling)

BOARD MEETINGS

A seven-member board appointed by the governor, the Nevada State Board of Nursing consists of four registered nurses, one practical nurse, one certified nursing assistant and one consumer member. Its meetings are open to the public; agendas are posted on the Board's web site and at community sites.

BOARD MEETING DATES

September 14, 15, 16, 2005 - Las Vegas
(October 26, 2005)

November 16, 17, 18, 2005 - Reno

(Meetings may be held on dates and in locations in parentheses, depending on Board business.)

ADVISORY COMMITTEES

The Nevada State Board of Nursing is advised by and appoints members to five standing advisory committees. Committee meetings are open to the public; agendas are posted on the Board's website and at community sites. If you are interested in applying for appointment to fill an upcoming opening, please visit the Board's website or call the Reno office for an application.



MEETINGS AND OPENINGS

The openings (listed in parentheses) will occur in the next six months. All meetings will be held via videoconference in Reno and Las Vegas, except for the Disability Advisory Committee.

Advanced Practice Advisory Committee (none)

November 1, 2005

CNA Advisory Committee (two)

November 9, 2005

Disability Advisory Committee (two)

October 7, 2005—Reno

Education Advisory Committee (one)

November 4, 2005

Nursing Practice Advisory Committee (none)

October 12, 2005

December 7, 2005



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BOARD TALK

COME TALK TO THE BOARD

During each regularly scheduled meeting of the Nevada State Board of Nursing, Board members hold a Public Comment period for people to talk to them on nursing-related issues.

If you want to speak during the Public Comment period, just check the meeting agenda for the date and time it will be held. Usually, the Board president opens the first day of each meeting by inviting Public Comment. Time is divided equally among those who wish to speak.

For more detailed information regarding the Public Comment period, please call the Reno office.

WE'LL COME TALK TO YOU

Board staff will come speak to your organization on a range of nursing-related topics, including delegation, the impaired nurse, licensure and discipline processes, and the Nurse Practice Act.

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Nevada Legislature Passes Assembly Bill 183

New law goes into effect October 1, 2005

A new law states that nurses and nursing assistants who believe they have been retaliated or discriminated against may file an action in court for appropriate relief.

Introduced by Assemblywoman Sheila Leslie, D-Reno, Assembly Bill 183 was backed by the Nevada Nurses Association (NNA), passed by the Nevada legislature, and signed into law by Gov. Kenny Guinn. It will be incorporated into the Nevada Revised Statutes governing medical facilities (NRS Chapter 449).

The entire text of Assembly Bill 183 is printed here, for your information. Additions are in blue, italic type; deletions are in red type in brackets.

Assembly Bill No. 183—Assemblymen Leslie, Smith, McClain, Giunchigliani, Pierce, Atkinson, Gerhardt, Manendo, Ocegüera and Parks

CHAPTER.....

AN ACT relating to nursing; prohibiting medical facilities from retaliating or discriminating unfairly against registered nurses, licensed practical nurses and nursing assistants for refusing to provide nursing services under certain circumstances; providing that nurses subjected to such retaliation or discrimination may file an action in a court of competent jurisdiction for appropriate relief; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law prohibits a medical facility or its agent or employee from retaliating or discriminating unfairly against an employee who reports certain conduct of a physician to the Board of Medical Examiners or the State Board of Osteopathic Medicine or who cooperates or otherwise participates in an investigation conducted by such boards. (NRS 449.205) An employee who believes he has been retaliated or discriminated against may file an action in court for appropriate relief. (NRS 449.207)

This bill prohibits a medical facility or an agent or employee of the facility from retaliating or discriminating unfairly against a registered nurse, licensed practical nurse or nursing assistant who refuses to provide nursing services to a patient, if the nurse or nursing assistant, in accordance with certain established policy, if any, reports to his immediate supervisor that, as documented in his personnel file, he does not possess the knowledge, skill or experience to comply with an assign-

ment to provide such nursing services, unless the refusal constitutes unprofessional conduct.

This bill authorizes any such nursing professional who believes that he has been retaliated or discriminated against to file an action in court for appropriate relief.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. Chapter 449 of NRS is hereby amended by adding thereto the provisions set forth as sections 2, 3 and 4 of this act.

Sec. 2. *“Licensed practical nurse” has the meaning ascribed to it in NRS 632.016.*

Sec. 3. *“Nursing assistant” has the meaning ascribed to it in NRS 632.0166.*

Sec. 4. *“Registered nurse” has the meaning ascribed to it in NRS 632.019.*

Sec. 5. NRS 449.001 is hereby amended to read as follows: 449.001 As used in this chapter, unless the context otherwise requires, the words and terms defined in NRS 449.0015 to 449.019,

inclusive, *and sections 2, 3 and 4 of this act* have the meanings ascribed to them in those sections.

Sec. 6. NRS 449.205 is hereby amended to read as follows: 449.205 1. A medical facility or any agent or employee thereof shall not retaliate or discriminate unfairly against [an]:

(a) **An** employee of the medical facility or a person acting on behalf of the employee who in good faith:

[(a)] (1) Reports to the Board of Medical Examiners or the State Board of Osteopathic Medicine, as applicable, information relating to the conduct of a physician which may constitute grounds for initiating disciplinary action against the physician or which otherwise raises a reasonable question regarding the competence of the physician to practice medicine with reasonable skill and safety to patients;

[(b)] (2) Reports a sentinel event to the Health Division pursuant to NRS 439.835; or

[(c)] (3) Cooperates or otherwise participates in an investigation or proceeding conducted by the Board of Medical Examiners, the State Board of Osteopathic Medicine or another governmental entity relating to

conduct described in [paragraph (a) or (b).] **subparagraph (1) or (2).** (b) **A registered nurse, licensed practical nurse or nursing assistant who is employed by or contracts to provide nursing services for the medical facility and who, in accordance with the policy, if any, established by the medical facility:**

(1) Reports to his immediate supervisor, in writing, that he does not possess the knowledge, skill or experience to comply with an assignment to provide nursing services to a patient; and (2) Refuses to provide to a patient nursing services for which, as verified by documentation in the personnel file of the registered nurse, licensed practical nurse or nursing assistant concerning his competence to provide various nursing services, he does not possess the knowledge, skill or experience to comply with the assignment to provide nursing services to the patient, unless such refusal constitutes unprofessional conduct as set forth in chapter 632 of NRS or any regulations adopted pursuant thereto.

2. A medical facility or any agent or employee thereof shall not retaliate or discriminate unfairly against an employee of the medical facility **or a registered nurse, licensed practical nurse or nursing assistant who is employed by or contracts to provide nursing services for the medical facility** because the employee, **registered nurse, licensed practical nurse or nursing assistant** has taken an action described in subsection 1.

3. A medical facility or any agent or employee thereof shall not prohibit, restrict or attempt to prohibit or restrict by contract, policy, procedure or any other manner the right of an employee of the medical facility **or a registered nurse, licensed practical nurse or nursing assistant who is employed by or contracts to provide nursing services for the medical facility** to take an

action described in subsection 1.

4. As used in this section:

(a) "Physician" means a person licensed to practice medicine pursuant to chapter 630 or 633 of NRS.

(b) "Retaliate or discriminate":

(1) Includes, without limitation, the following action if such action is taken solely because the employee **or the registered nurse, licensed practical nurse or nursing assistant** took an action described in subsection 1:

- (I) Frequent or undesirable changes in the location where the employee works;
- (II) Frequent or undesirable transfers or reassignments;
- (III) The issuance of letters of reprimand, letters of admonition or evaluations of poor performance;
- (IV) A demotion;
- (V) A reduction in pay;
- (VI) The denial of a promotion;

(VII) A suspension;

(VIII) A dismissal;

(IX) A transfer; or

(X) Frequent changes in working hours or workdays.

(2) Does not include action described in [subparagraphs] **sub-subparagraphs** (I) to (X), inclusive, of [paragraph] **subparagraph** (1) if the action is taken in the normal course of employment or as a form of discipline.

Sec. 7. NRS 449.207 is hereby amended to read as follows: 449.207 An employee of a medical facility **or a registered nurse, licensed practical nurse or nursing assistant** who is employed by or contracts to provide nursing services for the medical facility who believes that he has been retaliated or discriminated against in violation of NRS 449.205 may file an action in a court of competent jurisdiction for such relief as may be appropriate under the law.

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Come Grow with Us!

To say that North Vista Hospital delivers babies is a huge understatement. For years the physicians, nurses and support staff of North Vista Hospital have been helping North Las Vegas families celebrate healthy beginnings in their lives.

Every year, more than 1,500 children are born at our hospital. Behind every birth is a caring, skillful staff whose primary goal is to provide a healthy, happy childbirth experience and a smooth transition back home for mothers and their newborn babies.



About our Facility

North Vista Hospital has served the North Las Vegas community since 1959. When the doors first opened, the hospital had 33 beds and the population of North Las Vegas was 18,000. Today, North Las Vegas is one of the fastest growing cities in the country and the hospital has 168 licensed beds. Our medical staff consists of over 800 specialists and primary care physicians and we have more than 600 employees dedicated to providing high-quality, compassionate healthcare.

Through the addition of new services and advanced medical technology, North Vista Hospital continues to expand as the community around the hospital continues to grow.

Recent technology additions:

- Electronic documentation system
- Medication barcode scanning for documentation & patient safety
- Nursery will feature Hugs™ Infant Protection System
- Upgraded diagnostic imaging equipment
- On-site fetal assessment and documentation
- Labor & Deliver central monitoring system that archives strips into the QMI charting system
- Patient supply barcoding system

Healthy BEGINNINGS

At North Vista Hospital.



Investing in our community

We're growing to meet the expanding needs of our community. Built with patient safety in mind, the \$9.6 million North Vista Hospital maternity center expansion will offer state-of-the-art technology and all new amenities. The newly renovated units are expected to open this October.

Our expanded maternity center will feature:

- 12 postpartum beds
- Eight labor/delivery suites
- 16 bed level I nursery
- Six bed level II nursery
- Two cesarean section operating rooms
- Perinatal Clinic



Career Options



The North Vista Hospital leadership team empowers everyone at our facility to help meet the healthcare needs of our diverse community, in one way or another. We provide great opportunities for nurses to grow right along with our small community hospital.

Openings include:

- Well baby nursery RNs
- Level II nursery RNs
- Postpartum RNs

- Labor & Delivery RNs
- Full-time, part-time & per diem positions available on most shifts

North Vista Hospital is a great place to work. We offer competitive benefit & compensation packages. Please visit www.nevadarns.com to learn more about all of our nursing opportunities, including those in our Emergency, Intensive Care, Geriatric Psychiatry, Post Surgical & Medical/Surgical departments.

You've Got Questions?

Where in the world (wide web) can you find the answers?

WAIT! Before you pick up that telephone or send that email, try visiting the Board's website--
www.nursingboard.state.nv.us.

While the Board likes to hear from you, you can usually find the answers to your questions with just a click of the mouse!

The Board's website is updated almost every day, and every month we're adding more information or a new service. It has become such an important resource that often our staff will answer your telephone and email inquiries by directing you to our website and walking you through it.

So whether you've walked, surfed, skipped, or have never even seen our website, we thought it would be helpful to show you where in the world (wide web) you can find the answers to many of your questions.

How do I find out if someone has an active license or certificate and when it expires?

I've heard the Board has committees that advise it. How do I find out about them?

How do I renew my CNA certificate?

I got married. How do I change my name?

How does the Board investigate a complaint it receives against a nurse or nursing assistant?

I live in Nevada and want to go back to school to earn my bachelor's degree in nursing. Where can I go?

I remember the Board published an article about delegation. How can I find it again?

Can I renew my RN, LPN, nursing assistant, APN, CRNA, EMS on line?

How do I make sure the continuing education credits I'm taking are approved by the Board?

I'm not sure a task I've been asked to do is within my scope of practice. How do I find out?

I have a criminal conviction. Will I be eligible for a Nevada license or certificate?

Can RNs administer propofol?

How many nurses were licensed in 2002?

How do I file a complaint against a nurse or nursing assistant?

What are Nevada's licensing requirements for international graduates?

I've heard there's a nondisciplinary program for nurses and nursing assistants who admit they're addicted and report themselves to the Board. What's that all about?

Who are the Board members?

What were the NCLEX scores for Nevada graduates last year? The year before?

What happened at the Board meeting in January 2003? At the last Education Advisory Committee meeting?

What are the roles and responsibilities of an RN, LPN and nursing assistant?

I've heard LPNs can do IV therapy in Nevada. Under what circumstances?

I haven't practiced nursing in six years. Where can I get a refresher course?

What are the certification requirements for nurse practitioners?

How do I apply for membership on the Nursing Practice Advisory Committee?

How do I get my name off the Board's mailing list?

I have a friend that wants to apply for a license in Nevada. Where can he get information on the process?

Is there an easy way to update my address with the Board?



Nevada State Board of Nursing

"... protecting the public's health, safety and welfare through effective nursing regulation ..."



Licensure and Certification

Verify Licenses and Certificates

- [Click here for verification](#)

Online Renewal

- [Click here to renew licenses and certificates](#)

Licensure (RN/LPN)

- [Licensure information](#)
- [Online license renewal](#)
- [Criminal convictions](#)

Advanced Practice

- [APN, CRNA, EMS/RN](#)
- [Criminal convictions](#)

Certification (CNA)

- [Certification information](#)
- [Online certificate renewal](#)
- [Criminal convictions](#)

Address or Name Change, Duplicate License/Certificate

- [click here](#)

Practice and Discipline

Practice Information

- [Nurse Practice Act and practice decisions](#)
- [Scope of practice determination, practice decision request, school nurses](#)
- [CNA Skills Guidelines and examples of tasks out of CNA scope](#)
- [Alternative Program for Chemically Dependent Nurses](#)

Discipline Information

- [Disciplinary actions list, unprofessional conduct regulation, complaint and investigation process](#)
- [Probation and Monitoring forms](#)

Education and Continuing Education

- [Approved nursing education programs and refresher courses](#)
- [Approved CNA training programs](#)
- [Apprentice nurse skills lists \(RN/PN\)](#)
- [Continuing education \(includes info on bioterrorism CE requirement\)](#)

Consumers

Board

- [Mission and purpose, members and staff](#)
- [Meeting dates, agendas and minutes \(for Board and advisory committees\)](#)
- [Advisory committee missions, members, and openings](#)
- [Consumer information and complaint form](#)
- [Información en Español](#)

Publications

- [Newsletter and news magazine](#)
- [Annual reports](#)

Administrative Services

- [Mailing lists \(Ordering lists, removing your name\)](#)

How do I find out if someone has an active license or certificate and when it expires?	a.
Can I renew my RN, LPN, nursing assistant, APN, CRNA, EMS on line?	b.
I have a friend that wants to apply for a license in Nevada. Where can he get information on the process?	c. 1.
What are Nevada's licensing requirements for international graduates?	c. 1.
I have a criminal conviction. Will I be eligible for a Nevada license or certificate? (applies to all sections with criminal conviction links)	c. 2.
What are the certification requirements for nurse practitioners?	d.
How do I renew my CNA certificate?	e.
I got married. How do I change my name?	f.
Is there an easy way to update my address with the Board?	f.
Can RNs administer propofol?	a. 1.
I've heard LPNs can do IV therapy in Nevada. Under what circumstances?	a. 1.
What are the roles and responsibilities of an RN, LPN and CNA?	a. 2.
I'm not sure if a procedure I've been asked to do is within my scope of practice. How do I find out?	a. 3.
I've heard there's a nondisciplinary program for nurses and nursing assistants who admit they're addicted and report themselves to the Board. What's that all about?	a. 4.
How does the Board investigate a complaint it receives against a nurse or nursing assistant?	b.
I live in Nevada and want to go back to school to earn my bachelor's degree in nursing. What are my options?	a.
I haven't practiced nursing in six years. Where can I get a refresher course?	a.
How do I make sure the continuing education credits I'm taking are approved by the Board?	b.
Who are the Board members?	a. 1.
What happened at the Board meeting in January 2003? At the last Education Advisory Committee meeting?	a. 2.
I've heard the Board has committees that advise it. How do I find out about them?	a. 3.
How do I apply for membership on the Nursing Practice Advisory Committee?	a. 3.
How do I file a complaint against a nurse or nursing assistant?	a. 4.
I remember the Board published an article about what delegation. I'm not sure when. How can I find it again?	b. 1.
How many nurses were licensed in 2002?	b. 2.
What were the NCLEX scores for Nevada graduates last year? The year before?	b. 2.
How do I get my name off the Board's mailing list?	a.



Nevada State Board of Nursing

"... protecting the public's health, safety and welfare through effective nursing regulation ..."



Licensure and Certification

a. Verify Licenses and Certificates

- [Click here for verification](#)

b. Online Renewal

- [Click here to renew licenses and certificates](#)

c. Licensure (RN/LPN)

1. • [Licensure information](#)
- [Online license renewal](#)

2. • [Criminal convictions](#)

d. Advanced Practice

- [APN, CRNA, EMS/RN](#)
- [Criminal convictions](#)

e. Certification (CNA)

- [Certification information](#)
- [Online certificate renewal](#)
- [Criminal convictions](#)

Address or Name Change, Duplicate License/Certificate

- f. • [click here](#)

Practice and Discipline

a. Practice Information

1. • [Nurse Practice Act and practice decisions](#)
2. • [Scope of practice determination, practice decision request, school nurses](#)
3. • [CNA Skills Guidelines and examples of tasks out of CNA scope](#)
4. • [Alternative Program for Chemically Dependent Nurses](#)

b. Discipline Information

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Education and Continuing Education

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a. Board

1. • [Mission and purpose, members and staff](#)
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 3. • [Advisory committee missions, members, and openings](#)
 4. • [Consumer information and complaint form](#)
- [Información en Español](#)

b. Publications

1. • [Newsletter and news magazine](#)
2. • [Annual reports](#)

Administrative Services

- a. • [Mailing lists \(Ordering lists, renewing your list\)](#)

Need To Renew And Don't Have A Computer? No Problem!

Now you can get on line at the Board offices

The Board is increasing on line services as part of a continuing effort to improve customer service and save costs. While many people are very excited about these electronic services (for example, two-thirds of nurses now renew their licenses on line), the Board recognizes many nurses and nursing assistants do not have ready access to the internet.

So, if you can't get to the library--or your children won't get off their computers--you can now come to either Board office and renew your license or certificate using the lobby computer set up just for you!

UNLV

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The School of Nursing at the University of Nevada, Las Vegas is proud to announce our new PhD Program in Nursing.

- Program prepares nursing education leaders and researchers
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PLEASE JOIN US FOR AN INFORMATION SESSION REGARDING OUR EXCITING NEW PHD IN NURSING PROGRAM!

Date: Saturday, November 5, 2005

Time: 8:30 a.m. to 11:30 a.m.

Continental Breakfast from 8:30 a.m. to 9:00 a.m.

Location: UNLV Campus-Rod Lee Bigelow Bldg., Room 131

Visit our website at: <http://nursing.unlv.edu>

Please RSVP to 702.895.4254

DO YOU HAVE A QUESTION?

If you have questions regarding nursing practice, the first place to look is inside your Nurse Practice Act. If after reading it, you still have questions, call the Board. If it is an issue that needs further definition, you may request the Board issue a practice decision. The Board will then ask its Nursing Practice Advisory Committee to research the issue and make a recommendation.

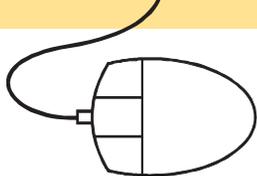
FOR MORE ANSWERS—GET INTO THE ACT

The Nevada Nurse Practice Act is a 5-1/2" by 8-1/2" booklet. It's just \$5 if you buy it at the Reno or Las Vegas office, and \$8 by mail (make check or money order payable to the Nevada State Board of Nursing).

THE ACT IS ON THE WEB

The Board's website has a link to the state laws (NRS), regulations (NAC), and practice decisions which make up the Nurse Practice Act. It also contains a separate section on practice information, including guidelines for determining scope of practice.

ONLINE CNA



renewal IS HERE!

Look for the postcard in the mail

Beginning with August renewals, all you need to renew your Nevada CNA certificate is a MasterCard™, Visa™ or Discover™ debit or credit card, access to the internet, and the full name and license number of your supervising RN or LPN. Instead of receiving a renewal application in the mail, you'll be mailed a yellow postcard with a Personal Identification Number (PIN) and instructions to access the Board's website at www.nursingboard.state.nv.us for on line renewal. Once you've successfully completed the process, your certificate will be renewed within one business day. Your hard card will follow in the mail.

If you don't have a MasterCard™, Visa™ or Discover™ debit or credit card, the postcard will direct you to complete and print a certificate renewal application from the Board's website or call for an application to be mailed to you. Or you can come to either Board office and renew your certificate using the lobby computer set up just for you!

So, make sure the Board has your correct address—and don't throw away that postcard! If you have any questions regarding this new renewal process, please call the Board.



Board streamlines CNA renewal process

- Proof of 400 hours of employment in the scope of a CNA under the direction of a licensed nurse.

NOW You only need to enter the full name, license number, and state of licensure of your supervising nurse who is verifying you worked 400 hours in the CNA scope of practice. (The Board will perform random audits to verify that the employment hours were met.)

BEFORE Your current or past employer needed to complete the "Employment Verification Information" section of the paper application. Then your supervising nurse had to attest to the fact that you did work within the CNA scope of practice by signing and dating the form, including her or his full name, license number, and state of licensure.

- Proof of 24 hours of continuing training or inservice within the CNA scope of practice.

NOW You have to affirm (swear) that you did complete 24 hours of inservice training within the previous two years. (You may be selected for audit. If selected, you are required to submit to the Board copies of your inservice records/certificates of completion. You must retain copies of your records for four years.)

BEFORE You had to submit with your application copies of the certificates of completion or a copy of your inservice record generated by your employer.

Please note: The Board has recently received calls from employers concerned about supplying the RN/LPN license number. As a reminder, this requirement has been in place for several years. With its new application and online service, the Board has actually made it simpler for employers, as it is no longer requiring the employer to complete an "Employment Verification Information" section in addition to the supervising nurse's name and license number. Also, it is important to remember that license and certificate numbers are public information. Not only do boards of nursing have a right to request the license or certificate number of any nurse or CNA, so does any member of the public.

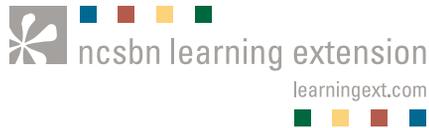
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Disciplinary Actions

Diversity

Documentation

End of Life Care Pain Management

Ethics

Medication Errors

Nurse Practice Acts

Patient Privacy

Professional Accountability

Sharpening Critical Thinking Skills



The Other Shortage

Nursing faculty are in great demand

We've all seen and read a great deal about the shortage of nurses, especially here in Nevada, where according to the U.S. Department of Health and Human Services, our state ranks last in the nation for the number of RNs per resident, at 520 RNs employed per 100,000 population.

We don't see as much publicity about another shortage that also affects Nevada's ability to increase its number of nurses—the scarcity of nursing faculty.

As Nevada's colleges and universities are expanding their student enrollments in their nursing programs, they need more faculty to teach those programs. In addition to recruiting nursing faculty, they also have programs to “grow their own.”

If you've always wanted to teach, now is a great time to pursue that goal. To teach in a BSN program requires a BSN and an MSN, or a PhD degree in nursing or a related field. Here is a list of the Board-approved Nevada schools offering graduate degrees in nursing. Contact them directly for information on their programs.



University of Nevada, Reno

Orvis School of Nursing
College of Human & Community Sciences
Reno, Nevada 89557-0052
775-784-6841
Master of Science in Nursing (MSN Degree)

University of Nevada, Las Vegas

School of Nursing
4505 Maryland Parkway
Las Vegas, Nevada 89154
702-895-3360
PhD in Nursing
Master of Science in Nursing (MSN Degree)

Touro University (provisional approval only)

874 American Pacific Drive
Henderson, NV 89014
702-777-8687
Entry Level Master of Science in Nursing (confer BSN and MSN Degrees)
RN to Master of Science in Nursing (MSN Degree)
BSN to Master of Science in Nursing (MSN Degree)

Financial aid for individuals wishing to pursue a career in nursing education is available through the Western Interstate Commission for Higher Education (WICHE). You may contact WICHE for more information by calling 775-784-4900.

BOARD MEMBERS

The Nevada State Board of Nursing is a seven-member board appointed by the governor of Nevada consisting of four registered nurses, one licensed practical nurse, one certified nursing assistant, and one consumer member.

If you wish to contact a Board member, please write c/o Nevada State Board of Nursing, 5011 Meadowood Mall Way #201, Reno, NV 89502-6547; call 1-800-590-6726; or email nursingboard@nsbn.state.nv.us

BOARD AUTHORITY

The Board has authority only over its licensees and certificate holders and not over the facilities in which these individuals practice. The Board enforces the Nurse Practice Act (the law regulating nursing practice), with funding for all of its activities coming solely from the fees paid to the Board by licensees and certificate holders. The Board does not have authority to take action on issues that are of an employment nature, or those that relate to the nursing profession as a whole. These matters are best dealt with by the state labor commissioner, nursing associations, labor unions, or other similar entities.



Patricia Shutt, LPN
President, LPN Member
10/31/2005



Mary Ann Lambert, MSN, RN
Vice President, RN Member
10/31/2008



Helen Vos, MS, RN
Secretary, RN Member
10/31/2008



Dorothy Perkins, CNA
CNA Member
10/31/2007



David Burgio, MS, RN, APN
RN Member
10/31/2007



Doreen Begley, MS, RN
RN Member
10/31/2008



Joseph Cortez
Consumer Member
10/31/2007



Emailing the Board?

Make sure you have given your email provider permission to receive messages from email addresses ending with

@nsbn.state.nv.us. We respond promptly to every email inquiry, but often, our responses are rejected. Sometimes, they're returned as "undeliverable" or they are mistaken for spam. Other times, we're asked to sign in and provide a password to an email screening service, which is against Board policy.

So, if you're wondering why the Board doesn't answer your emails, check to see whether you've screened us out. We want to hear from you and we want you to hear from us!

Exciting opportunities for psychiatric nurses in warm, sunny Las Vegas, NV

Psychiatric Nurse II position

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For more information or to apply contact Penni Smith at 702-486-6094 or psmith@snamhs.nv.gov

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Empowering Nurses through Education 1.800.990.2629

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National Council State Board of Nursing

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MOVING?

Now you can change your address on line!

The law requires you to inform the Board when you change addresses

You're required by law to inform the Board, in writing, of any address change, including a zip code change. The easiest and fastest way for you to make your address change is to go to the Board's website and click on the Address Change link. You may also send an email to nursingboard@nsbn.state.nv.us, call the Board and request an address change form, or mail a signed letter to the Las Vegas office. Remember to include your name, license or certificate type and number, former address, current address, social security number, and date of birth.

Change of address form

Name (Last, First, Middle)

Type of License

License Number

Date of Birth

Social Security #

Former Address

City, State, Zip Code

Current Address

City, State, Zip Code

Telephone

#

Signature

Mail to: Nevada State Board of Nursing
2500 W. Sahara Ave. #207
Las Vegas, NV 89102-4392

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Nevada State Board of
NURSING NEWS

CNA Training Certificate Cannot Be Used for Inservice Training Hours

Change is effective September 1

If you are renewing your CNA certificate for the first time, please note that effective September 1, 2005, the Board will no longer accept your initial CNA training in place of the 24 hours of inservice training required to renew your CNA certificate.

This means that all CNAs must prove they took 24 hours of inservice training within the renewal period to renew their certificates. If you have any questions regarding this change, please feel free to call the Board.



Use Website To Verify Active License/Certificate

Employers, when you're verifying that someone has an active license or certificate, the Board encourages you to use our website verification system. It's quick, convenient, and it's updated within one business day of renewal or initial issuance. You can also call the Board for verification at 888-590-6726. Both methods ensure you have the most up-to-date information about the license or certificate status of your employees and potential employees.

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Prices for this cruise and conference are based on double-occupancy (bring your friend, spouse or significant other please!) and start **as low as \$923 per person** (not including airfare). A \$200 non-refundable per-person deposit is required to secure your reservation, BUT please ask us about our **Cruise LayAway Plan**.



For more information about the cruise and the curriculum, please log on to our website at www.thinkaboutitnursing.com or call Laura Norris at **501.221.9986** or call Teresa Grace or Jayne White at Poe Travel toll-free at **800.727.1960**

Don't leave the family at home! You're ALL invited!!!

Cruising for C.E. Contact Hours

This eight-day cruise and nursing conference is slated to sail from **New Orleans** on **April 22, 2006**, and will visit the following ports:

- ≈ **Day One:** New Orleans
- ≈ **Day Two:** At sea (conferences)
- ≈ **Day Three:** Cozumel, Mexico
- ≈ **Day Four:** George Town, Grand Cayman
- ≈ **Day Five:** Costa Maya, Mexico
- ≈ **Day Six:** At sea (conferences)
- ≈ **Day Seven:** At sea (conferences)
- ≈ **Day Eight:** New Orleans

Your **RX** for **FUN**

Disciplinary Actions

Before disciplinary action is taken, the Board ensures the nurse or nursing assistant is given due process

The following are disciplinary and licensure/certification actions taken by the Nevada State Board of Nursing for the period of March 19 through May 20, 2005. Please note that this list does not include some outcomes of the May 18-20, 2005 Board meeting due to legal notice requirements. Those outcomes will be reported in a future disciplinary actions list. This list does include some outcomes of previous Board meetings that were not reported earlier due to legal notice requirements

Settlement Agreements and/or Hearing Outcomes

Abaca, Alicia, RN35719

Agreement for Fine in the amount of \$100.00 for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (36) practicing without active license/certificate.

Adams, Allison, RN22539

Agreement for Fine in the amount of \$100.00 for violation of NRS 632.320 (14) failing to comply with Board order.

Balzer, Margaret, RN40890

Agreement for Fine in the amount of \$100.00 for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (36) practicing without active license/certificate.

Benton, Joseph, RN applicant

Agreement for Probation for violation of NRS 632.320 (2) criminal conviction.

Brandon, Shirley, CNA018638

Voluntary Surrender of Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment.

Braun (Wheatley), Elise, CNA012545

Agreement for Fine in the amount of \$50.00 for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (36) practicing without active license/certificate.

Burns, Darlene, RN26197

Order of Probation for violation of NRS 632.320 (14) failing to comply with Board order.

Cage, Tina, LPN06097

Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (11) positive drug screen as condition of employment.

Calder, Colleen, RN29038

Agreement for Probation for violation of NRS 632.320 (5) controlled substances and/or alcohol and (7) unprofessional conduct, and NAC 832.890 (16) failing to properly document controlled substances, and (18) diversion of equipment or drugs.

Callahan, Michaela, CNA017382

Certificate revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Caruncho, Cesar, CNA007071

Reprimand and Classes for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (28) causing harm to patient.

Davis, Deborah, CNA005593

Certificate revoked for violation of NRS 632.320 (14) failing to comply with Board order.

ABBREVIATIONS

NRS Nevada Revised Statutes
NAC Nevada Administrative Code

Dinwiddie, Jason, CNA017115

Certificate revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Dixon, Gloria, RN12681

Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards.

Ferrer, Raymond, CNA009612

Certificate revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Garcia, Tishmal, CNA013659

Certificate revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Gillaspy, Arthur, RN15612

License revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Graves, Joann, CNA applicant

Agreement for Probation for violation of NRS 632.320 (2) criminal conviction.

Harp, Victoria, RN43310

Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (10) positive drug screen on duty.

Harvey, Kelly, RN47367

Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (11) positive drug screen as condition of employment.

Heiman, Dawn, RN21458

License revoked for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) (a) failing to properly document controlled substances and (27) customary standards of practice.

Please do not use this list of disciplinary actions for verifying licensure or certification status. Other action may have taken place between the time the discipline was imposed and the time of publication. To verify licensure or certification status, please visit our web site or call the Las Vegas or Reno office.

ABBREVIATIONS

NRS Nevada Revised Statutes
NAC Nevada Administrative Code

Helweg, Joy, RN23870

License revoked for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (10) positive drug screen on duty.

Hewes, Marilyn, RN41924

Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substances, (20) inaccurate recording, falsifying, and (27) customary standards.

Jones, Nina, CNA011415

Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (20) inaccurate recording, falsifying and (27) customary standards.

Juan, Branton, CNA018582

Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (2) practicing beyond scope and (27) customary standards.

Kattenhorn, Mildred, RN25860

Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (18) diversion of equipment or drugs, and (27) customary standards of practice.

Keel-Nelson, Susan, RN26609

License revoked for violation of NRS 632.320 (14) failing to comply with Board order.

King, Lisa, LPN applicant

Agreement for Probation for violation of NRS 632.320 (2) criminal conviction.

Kirk, Theresa, RN18617

Order of Probation for violation of NRS 632.320 (14) failing to comply with Board order.

Leon, Jonathan, CNA017928

Certificate revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Ludolph, Howard, CNA012536

Voluntary Surrender of Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards.

Matha, Leona, RN26051

Agreement for Reprimand for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, (14) failing to comply with Board order, and NAC 632.890 (35) failing to comply.

Moreau, Lodena, RN43908

Reprimand and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (6) inappropriate assignment/delegation, (8) failing to safeguard, (27) customary standards, (30) failure as chief nurse, and (31) failing to report.

Neal, Lois, CNA 016154

Reprimand and Classes for violation of NRS 632.320 (2) criminal conviction.

Nicholson, Marie, RN40409

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (9) impaired practice.

Palmer, Robin, RN40525

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (2) practicing beyond scope.

Ryan, Patricia, LPN04746

Reprimand and extended Probation for violation of NRS 632.320 (14) failing to comply with Board order.

Scheftner, Carlotta, RN27192

License revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Shy, Ronald, RN21177

License revoked for violation of NRS 632.320 (14) failing to comply with Board order.

Stahlberger, Elizabeth, LPN08051

Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards, (28) causing harm to patient, and (33) abuse/neglect of patient.

Storms, Dawna, RN43045

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct and NAC 632.890 (16) failing to properly document controlled substances and (27) customary standards.

Williams, Lynnette, RN27316

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (5) controlled substances

and/or alcohol and (7) unprofessional conduct, and NAC 632.890 (16) failing to properly document controlled substances and (18) diversion of equipment or drugs.

Zaratiegui, Dawn, RN45097

Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment.

Zwijac, Carolyn, RN32837

Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, (14) failing to comply with Board order, and NAC 632.890 (18) diversion of equipment or drugs, and (35) failing to comply.

Denials of Applications for Licensure or Certification

Ahmed, Saima, CNA applicant

Catalozzi, Robert, CNA applicant

Thomas, Chrissy, CNA applicant

Warrum, Lena, CNA applicant

Sturtevant, Robert, CNA applicant

Applications denied for violation of NRS 632.320 (2) is guilty of a felony or any offense (a) involving moral turpitude; or (b) related to the qualifications, functions or duties of a licensee or holder of a certificate, in such case the record of conviction is conclusive evidence thereof.

Adams, Susan, LPN applicant

Hornsby, Timmy, RN applicant

Levan, William, RN applicant

Newman, Mark, CNA applicant

Russell, Robin, LPN applicant

Applications denied for violation of NRS 632.320 (1) is guilty of fraud or deceit in procuring or attempting to procure a license or certificate pursuant to this chapter.

Guillory, Connie, CNA applicant

Application denied for violation of NRS 632.320 (2) criminal conviction and NRS 632.320 (12) action in another state.

Who can I call if I have questions about the complaint or disciplinary process? The Board encourages you to call any time you have a question about the disciplinary process or what constitutes a violation of the Nurse Practice Act. Just call the Reno office and ask for one of the nurse investigators or the associate director for practice.

What are common types of disciplinary actions?

When considering what kind of disciplinary action it should take, the Board always asks itself, "What is needed to make this person safe to practice?" The answer depends on the nature of the violation, and can range from reprimanding an individual and ordering the person to attend a remedial class to revoking the person's license or certificate. All disciplinary action is reported to national disciplinary data banks. Outlined in the Nurse Practice Act, NRS 632.325, disciplinary actions available to the Board include:

Denial of Application

If the Board denies an application for licensure or certification, it has determined that the individual violated the Nurse Practice Act. In most cases, the denial is due to criminal convictions and/or submitting a fraudulent application.

Reprimand and/or Fine

If the Board reprimands or fines a nurse or CNA, it has determined that the individual violated the Nurse Practice Act. This action does not prohibit or restrict the individual's practice.

Probation

If the Board puts an individual on probation, it means the nurse or CNA may work, but will be working on a restricted license or certificate and monitored by the Board for a specific time period. The probation may also include practice and/or setting restrictions and requirements like classes or random drug tests.

Suspension

If the Board suspends a license or certificate, it means the nurse or CNA is prohibited from practicing for a designated time period.

Voluntary Surrender

This means the nurse or CNA has agreed to voluntarily surrender his or her license or certificate and cannot practice in Nevada. If the person applies for reinstatement, the Board weighs evidence of rehabilitation and remediation when considering the application.

Revocation

If the Board revokes a license or certificate, it means the nurse or CNA cannot practice in Nevada from a minimum of one to a maximum of 10 years. After that time, the nurse or CNA may apply for reinstatement if all the requirements in the order of revocation have been met. The Board weighs evidence of rehabilitation and remediation when considering the application.

TOLL-FREE CONSUMER HOT LINE

CALL 800-746-3980

or in Reno calling area, 688-2620

The Nevada State Board of Nursing has a hot line to help consumers who have questions or concerns about the nursing care they or their loved ones are receiving. Please encourage your friends, families and patients to call the hot line if they have concerns about nursing care. And remember, if you or anyone else wishes to file a complaint against a nursing assistant or nurse, it must be done in writing. Complaint forms can be requested by calling the hot line or can be obtained by visiting the Board's web site.

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TIME: 1:00 p.m. to 3:00 p.m.

LOCATION: UNLV Campus-Rod Lee Bigelow Bldg., Room 131

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Administration

5011 Meadowood Mall Way, Suite 201, Reno, NV 89502, 888-590-6726

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Statewide Liaison and Spokesperson
Organizational and Public Management
Fiscal and Human Resource Management
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Education Advisory Committee Chair
Nursing Practice Advisory Committee Chair

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Program Management
CNA Advisory Committee Chair

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Expense Reports
Technology Support

Cindy Kimball, Public Information Officer

Public Information and Education
Consumer Relations
News Magazine, Web Site, Publications

Teri Troke, Executive Assistant

Assistant to the Executive Director
Scheduling
Board Meeting Agenda and Arrangements
Nurse Practice Act Publication

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2500 W. Sahara Ave., Suite 207, Las Vegas, NV 89102, 888-590-6726

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Complaint Investigations
Nursing Practice Questions

Lark Muncy, RN, Investigator

Complaint Investigations
Nursing Practice Questions

Robert Buck, BSN, RN, Application Coordinator

Application Review
Fraudulent Application Screening
APN Certification

Kathleen Reynolds, BHS, RN, Compliance Coordinator

Disability Advisory Committee Chair
Disability Advisory Committee Scheduling
Probation and Alternative Program Monitoring

Licensure

Bobbie Hicks, Senior Licensure Specialist

Endorsement and Examination Applications
Renewal Applications
Licensure Eligibility Questions
Continuing Education Providers
Foreign Nurse Graduates and Licensure Issues

Sarah Long, Licensure Specialist

Licensure Eligibility Questions
Renewal Applications
Endorsement Applications

Certification

Patty Towler, Senior Certification Specialist

CNA Registry Maintenance
CNA Certification and Renewals
CNA Program and Instructor Approvals

Support

Sherrie Frederick, Fingerprint Specialist

Fingerprint Processing
Fingerprint Report Screening

Susan Lang, Management Assistant

Assistant to the Director of Operations
Discipline Investigative Support
Board Meeting Preparation
NURsys Data Entry

Eve Tidwell, Management Assistant

Discipline Investigative Support
Yes Answer and Fraudulent Applications Processing
Board Meeting Preparation
Disability Advisory Committee Scheduling

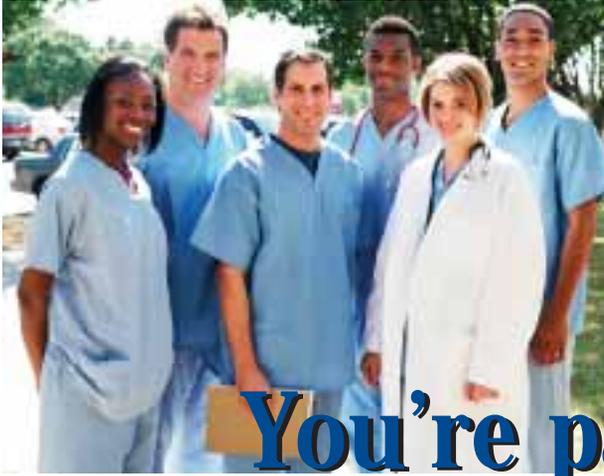
Terri Pomeroy, Receptionist

Program Support
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Nursing Personnel Lists

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- Director of Critical Care

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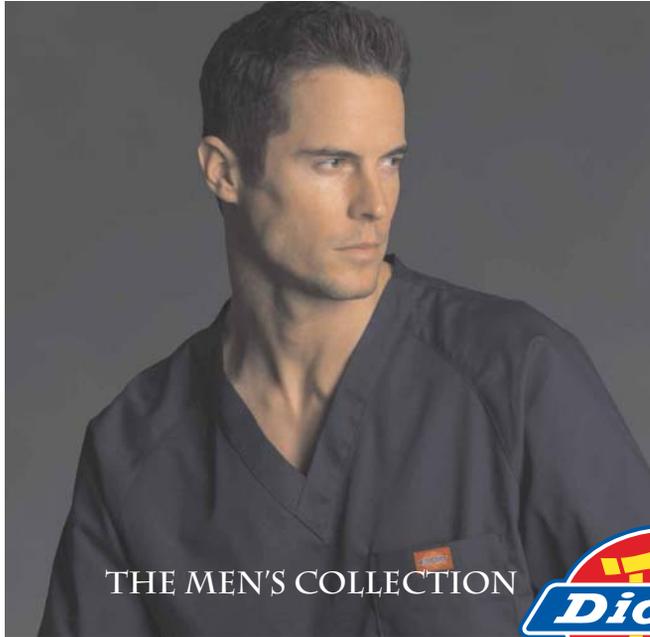
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