



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.
Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse § AGREED
License Number 723758 §
issued to MARIA GLYNIS ESTIOCO § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MARIA GLYNIS ESTIOCO, Registered Nurse License Number 723758, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order offered on May 23, 2012, by Katherine A. Thomas, MN, RN, FAAN, Executive Director.

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(s).
2. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received an Baccalaureate Degree in Nursing from Pines City Educational Center, Baguio City, Philippines, on March 12, 1984. Respondent was licensed to practice professional nursing in the State of Texas on January 26, 2006.
5. Respondent's nursing employment history includes:

5/1986-4/1987	RN-Staff Nurse	Makati Medical Center Metro Manila, Philippines
5/1987-10/1992	RN-Staff Nurse	Soliman Fakeeth Hospital Jeddah, Saudi Arabia

Respondent's nursing employment history continued:

11/1992-5/2001	Unknown	
6/2001-12/2001	RN-School Nurse	Philippine International School Dammam, Saudi Arabia
1/2002-10/2006	Unknown	
11/2006-8/2007	RN	American Staffing Houston, Texas
9/2007-9/2008	Unknown	
10/2008-1/2011	RN	Memorial Hermann Hospital Sugarland Sugarland, Texas
3/2011- Present	RN	Rehab Medicare Houston, Texas

6. At the time of the initial incident, Respondent was employed as RN with Memorial Hermann Hospital Sugarland, Sugarland, Texas, and had been in this position for two (2) years and two (2) months.
7. On or about December 9, 2010, while employed with Memorial Hermann Sugarland Hospital, Sugarland, Texas, Respondent documented nursing care at 1:20 a.m. for Patient Medical Record Number 45277470, when the nursing care was actually performed at a later time. Computer line item entries obtained from the Hospital's Information Technology department show that the assessments and care provided at 4:00 a.m. and 6:00 a.m. were actually entered into the electronic medical record at 1:20a.m., several hours before Respondent had actually performed the nursing tasks. Respondent's conduct exposed the patient unnecessarily to risk of harm in that subsequent care givers would rely on her documentation to provide further care and created an inaccurate medical record.
8. On or about January 2, 2011 through January 7, 2011, while employed with Memorial Hermann Sugarland Hospital, Sugarland, Texas, Respondent documented at 1:30 a.m. in the medical records for Patients Medical Record Numbers 45277480, 45276663, 34490601, 33488802, her 4:00 a.m. pain assessments and intake/output amounts. Computer line item entries, obtained from the Hospital's Information Technology department, show that the entries Respondent had made indicating that the nursing service had been provided at 4:00 a.m. were entered into the electronic medical record at 1:30 a.m., several hours earlier than the time documented. Respondent's conduct exposed the patients unnecessarily to risk of harm in that subsequent care givers would rely on her documentation to provide further care and created an inaccurate medical record.
9. In response to Finding of Facts Numbers Seven (7) and Eight (8), Respondent states that she was not afforded the opportunity to review the records in question. Respondent states that she is sure if she made documentation mistakes they were simply data entry or typographical errors and were made without intent to defraud.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §§217.11(1)(A),(1)(D)&(3)(A) and 217.12(1)(A),(1)(C)&(6)(H).
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 723758, heretofore issued to MARIA GLYNIS ESTIOCO, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of REMEDIAL EDUCATION, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

IT IS FURTHER AGREED and ORDERED that, while under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license(s) is/are encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a nurse licensure compact 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, 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) 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 Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; 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.bon.texas.gov/disciplinaryaction/stipscourses.html>

(2) 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.bon.texas.gov/disciplinaryaction/stipscourses.html>

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Board-approved courses may be found at the following Board website address:* <http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT shall be eligible for nurse licensure compact privileges, if any.

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RESPONDENT'S CERTIFICATION

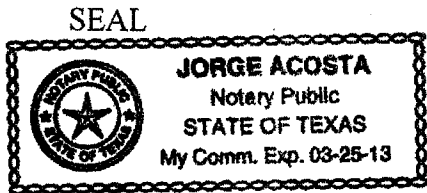
I understand that I have the right to legal counsel prior to signing this Agreed Order.
I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter.
I waive judicial review of this Order. I understand that when this Order becomes final and the terms of this Order become effective, 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(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 15th day of June, 2012.

Maria Glynnis Estioco

MARIA GLYNNIS ESTIOCO, Respondent

Sworn to and subscribed before me this 15th day of June, 2012



Jorge Acosta

Notary Public in and for the State of TEXAS

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 15th day of June, 2012, by MARIA GLYNIS ESTIOCO, Registered Nurse License Number 723758, and said Order is final.



Effective this 20th day of June, 2012.

A handwritten signature in cursive script, reading 'Katherine A. Thomas', is written over a horizontal line.

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