



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

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

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of NWAEJU O. NJIE, Registered Nurse License Number 602985, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on September 15, 2014.

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 notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Diploma in Nursing from Lagos University, Nigeria, on July 1, 1975. Respondent was licensed to practice professional nursing in the State of Texas on April 15, 1994.
5. Respondent's nursing employment history includes:
 

4/1994-10/1994	Unknown
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Respondent's nursing employment history continued:

11/1994-5/1997	Charge Nurse	Highland Hills Nursing Center Austin, Texas
1/1997-4/1998	Manager	Rosy Home Health Austin, Texas
8/1997-10/1998	Assistant Director of Nursing	First Care Home Health Austin, Texas
11/1998-2/2005	Unknown	
3/2005-4/2007	Staff Nurse	North Austin Medical Center Austin, Texas
5/2007-1/2008	Staff Nurse	Austin State Hospital Austin, Texas
2/2008-4/2008	Unknown	
5/2008-Unknown	Home Health Nurse	FC Home Health Agency Austin, Texas
8/2009-1/2014	Staff Nurse	Oakcrest Manor Nursing Home Austin, Texas
2/2014-Present	Unknown	

6. On or about November 13, 2007, Respondent was issued the sanction of a WARNING WITH STIPULATIONS through an Agreed Order by the Board of Nurse Examiners for the State of Texas. A copy of the Agreed Order, including the Findings of Fact, Conclusions of Law, and Order dated November 13, 2007, is attached and incorporated herein by reference as part of this Order.
7. On or about March 23, 2010, Respondent was issued the sanction of REPRIMAND WITH STIPULATIONS through an Agreed Order by the Board. A copy of the Agreed Order, including the Findings of Fact, Conclusions of Law, and Order dated March 23, 2010, is attached and incorporated herein by reference as part of this Order.
8. At the time of the incidents, Respondent was employed as a Staff Nurse with Oakcrest Manor Nursing Home, Austin, Texas, and had been in that position for four (4) years and four (4) months.

9. On or about December 22, 2013, while employed as a Staff Nurse with Oakcrest Manor Nursing Home, Austin, Texas, Respondent provided care to residents without having a current certification in cardiopulmonary resuscitation, as required. Respondent's conduct exposed the residents to injury, including possible demise, from inappropriate and/or non-efficacious cardiopulmonary resuscitation techniques.
10. On or about December 22, 2013, while employed as a RN Staff Nurse with Oakcrest Manor Nursing Home, Austin, Texas, Respondent failed to adequately assess and intervene when Resident A.M. was found unresponsive on the ground, including failure to take vital signs and failure to initiate emergency interventions for the resident. The resident's condition deteriorated requiring cardiopulmonary resuscitation (CPR), and subsequently the resident expired. Respondent's conduct resulted in a delay in emergency treatment for the resident, and may have contributed to the resident's demise.
11. In response to the incidents in Findings of Fact Numbers Nine (9) and Ten (10), Respondent states that she was notified by kitchen staff that the resident fell and was laying on the ground outside the dining room. Respondent states that she observed the resident laying in water, and asked the nurse aides to help her put the resident in a wheelchair and take him to his room. Respondent states the resident was breathing at that time. Respondent states that as soon as she arrived in the resident's room, emergency medical technicians also arrived and took over before she could check the resident's vital signs. Respondent states that as the emergency medical technicians were caring for the resident, they stated that the resident expired. Respondent adds that her CPR card expired two months prior to this incident, but no one at Oakcrest ever asked her for certification.

#### 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(s) of 22 TEX. ADMIN. CODE §§217.11(1)(A),(1)(B),(1)(M),(1)(R),(1)(T)&(3)(A) and 217.12(1)(A),(1)(B),(1)(E)&(4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 602985, heretofore issued to NWAJEU O. NJIE, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

## TERMS OF ORDER

### **I. SANCTION AND APPLICABILITY**

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 602985, previously issued to NWAEJU O NJIE, to practice nursing in Texas is hereby **SUSPENDED** with the suspension **STAYED** and Respondent is hereby placed on **PROBATION**, in accordance with the terms of this Order, for a minimum of two (2) years **AND** until Respondent fulfills the requirements of this Order.

- A. This Order **SHALL** apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order **SHALL** be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

### **II. COMPLIANCE WITH LAW**

While under the terms of this Order, **RESPONDENT** agrees to 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.

### **III. REMEDIAL EDUCATION COURSE(S)**

In addition to any continuing education requirements the Board may require for licensure renewal, **RESPONDENT SHALL** successfully complete the following remedial education

course(s) **within one (1) year of entry of this Order, unless otherwise specifically indicated:**

- A. **A course in Texas nursing jurisprudence and ethics** that 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. Home study courses and video programs will not be approved.
- B. **A Board-approved course in physical assessment** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same Registered Nurse. The course's content shall include physical assessment of all body systems. The clinical component SHALL include physical assessment of live patients in a clinical setting; Performing assessments on mock patients or mannequins WILL NOT be accepted. The course description shall indicate goals and objectives for the course, resource
- C. **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.
- D. **Within sixty (60) days of entry of this Order, a course in Basic Cardiopulmonary Life Support for Healthcare Providers** that shall be, at a minimum, four and one half (4 ½) hours in length. The course's content shall include: Adult, Infant, and Child 1- and 2-Rescuer CPR; Adult, Infant, and Child Foreign Body Airway Obstruction for both responsive and unresponsive victims; and Adult Automated External Defibrillation. Home study courses and video programs will not be approved.

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at [www.bon.texas.gov/compliance](http://www.bon.texas.gov/compliance).*

#### IV. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse, providing direct patient care in a licensed healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three (3) months will not count towards completion of this requirement. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Direct Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be

self-employed or contract for services. Multiple employers are prohibited.

**D. Indirect Supervision:** For the remainder of the probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

**E. Nursing Performance Evaluations:** 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 nurse who supervises the RESPONDENT and these reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

**V. FURTHER COMPLAINTS**

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

**VI. RESTORATION OF UNENCUMBERED LICENSE(S)**

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 may be eligible for nurse licensure compact privileges, if any.

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 violation(s) alleged herein. By my signature on this Order, I agree to the entry of this 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 possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 27<sup>th</sup> day of October, 2014.

*NWAEJU*  
NWAEJU O. NJIE, Respondent

Sworn to and subscribed before me this \_\_\_\_\_ day of \_\_\_\_\_, 2014.

SEAL

\_\_\_\_\_  
Notary Public in and for the State of TEXAS



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 27th day of October, 2014, by NWAEJU O. NJIE, Registered Nurse License Number 602985, and said Order is final.

Effective this 9th day of December, 2014.



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



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.  
*Stephanie P. ...*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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

An investigation by the Texas Board of Nursing, hereinafter referred to as the Board, produced evidence indicating that NWAEMU 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 April 7, 2009, at the office of the Texas Board of Nursing, 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 Denise Benbow, MSN, RN, Nurse Consultant, Executive Director's Designee; John F. Legris, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; Amy Grissom, RN, Investigator; and Skylar Caddell, RN-BC, Lead 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 nursing employment history includes:

4/1994 - 10/1994	Not employed in nursing	
11/1994 - 5/1997	Charge Nurse	Highland Hills Nursing Center Austin, Texas
1/1997 - 4/1998	Manager	Rosy Home Health Austin, Texas
8/1997 - 10/1998	Assistant Director of Nursing	First Care Home Health Austin, Texas
10/1998 - 3/2005	Staff RN Med/Surg Unit	Seton Medical Center Austin, Texas
3/2005 - 4/2007	Staff Nurse	North Austin Medical Center Austin, Texas
5/2007 - 1/2008	Staff Nurse	Austin State Hospital Austin, Texas
Unknown - Present	Home Health Nurse	FC Home Health Agency Austin, Texas

6. On or about November 13, 2007, Respondent's license to practice professional nursing in the State of Texas was issued the sanction of Warning with Stipulations through an Agreed Order by the Board. A copy of the Agreed Order, Findings of Fact, Conclusions of Law, and Order, dated November 13, 2007, is attached and incorporated herein as part of this Order.
7. On or about April 5, 2007, while applying for employment with Austin State Hospital, Austin, Texas, Respondent failed to truthfully indicate her reason for leaving employment with Seton Network, Austin, Texas. Although Respondent indicated that her reason for leaving Seton Network, Austin, Texas, was "to try another job," Respondent's employment with Seton Network, Austin, Texas, had been terminated on March 7, 2005, for "Careless or negligent performance." Respondent's conduct may have been deceptive and may have affected the facility's decision regarding her employment.
8. At the time of the incident in Finding of Fact Number Nine (9), Respondent was employed as a Staff Nurse with Austin State Hospital, Austin, Texas, and had been in this position for five (5) months.

9. On or about December 21, 2007, while employed with Austin State Hospital, Austin, Texas, Respondent failed to adequately assess and possibly intervene after becoming aware that Patient Number 237309 was no longer able to ambulate independently. When asked during morning report for the patient's vital signs, Respondent first reported that no vital signs had been taken, then after being asked again, mistakenly reported the vital signs of another patient as those of Patient Number 237309. Patient Number 237309 had no vital signs taken or recorded at that time, and was shortly thereafter evaluated by a physician, who ordered that the patient be transferred to an acute care facility in order to rule out the possibility that the patient may have suffered a stroke. Upon evaluation at the acute care facility's emergency department, it was determined that the patient had developed mental decline and weakness over the previous three (3) days due to neurosyphilis. Respondent's conduct was likely to injure the patient from progression of undetected clinical conditions.
10. On or about January 12, 2008, Respondent successfully completed a Board approved class in Texas Nursing Jurisprudence, which would have been a requirement of this Order.
11. Formal Charges were filed on October 9, 2008.
12. Formal Charges were mailed to Respondent on October 10, 2008.
13. In response to the incidents in Findings of Fact Numbers Seven (7) and Nine (9), Respondent states that, regarding her employment with Seton Network, Austin, Texas, from her perspective she was wrongfully made to leave her position, for wrongly alleged faults that, even were they true and accurate, were overlooked in her colleagues. Respondent indicates that she did not in truth separate from her prior employment for the reasons stated by her former employer, and in order to avoid a "he said/she said," Respondent answered the question on her application with Austin State Hospital more diplomatically. Regarding Patient Number 237309, Respondent states that she was sitting at the nurse's station preparing the report for the team when a Psychiatric Nurse Aid (PNA) reported that the patient couldn't walk. Respondent left the station to help the patient and asked the PNA if the patient had fallen. When the PNA answered, "no," Respondent asked what *had* happened, but the PNA said he didn't know and stated that he had helped the patient walk to the dining room for breakfast. Upon arriving at the dining room, Respondent noted that the patient was feeding himself and he refused to answer her questions. Respondent decided not to interrupt the patient's meal to perform a more complete assessment because of the patient's known intransigence and likelihood of physical resistance. Respondent told the PNA to notify her when the patient finished eating, and to prevent a fall, to stay by the patient and use a wheel chair if necessary. Respondent indicates that she went back to give report, and when she read to the team that the patient couldn't walk, she was asked for more information and admitted that she didn't know, as it was what the PNA stated and that the patient was in the dining room eating. When asked for vital signs, Respondent looked at the morning list, and one of the PNAs gave her the vital sign information; however, when she looked at the list, she discovered it was a wrong name. So the supervisor asked Respondent to check the patient's

vital signs after giving report. After report, Respondent checked the patient's vital signs and the physician evaluated the patient and decided to send him out to rule out the possibility of stroke. Respondent states that she's not sure what else should have been done under the circumstances, and did not at the time believe the situation involved an "acute change of condition," an impression subsequently borne out by the workup at the acute care hospital. Respondent concludes, stating a belief that the incident was trumped up to serve as an excuse or justification for getting rid of her, which they wished to do because of the previous Board Order and because of her having taken time off in December 2007 through January 2008 to attend the overseas funeral of her mother.

#### 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 violation of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §§ 217.11(1)(A),(1)(B),(1)(D), (1)(M)&(3)(A) and 217.12(1)(A),(4),(6)(A),(6)(H)&(6)(I).
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 NWAJEU 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 Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of a REPRIMAND WITH STIPULATIONS, 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 this Order SHALL be applicable to Respondent's multistate licensure privilege, if any, to practice 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 Texas Board of Nursing 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 NWAJEU O. NJIE, to the office of the Texas Board of Nursing within ten (10) days from the date of ratification of this Order.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in physical assessment. RESPONDENT SHALL obtain Board approval of the course prior to enrollment. 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. RESPONDENT SHALL perform physical assessments on live patients in a clinical setting for a minimum of twenty-four (24) hours. The clinical component SHALL focus on tasks of physical assessment only and shall be provided by the same Registered Nurse who provides the didactic portion of this course. To be approved, the course shall cover all systems of the body. Performing assessments on mock patients or mannequins WILL NOT be accepted. 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.bon.state.tx.us/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. *Information regarding this workshop may be found at the following web address: <http://www.learningext.com/products/generalce/critical/ctabout.asp>.*

(4) RESPONDENT SHALL pay a monetary fine in the amount of two hundred fifty dollars (\$250.00). RESPONDENT SHALL pay this fine within forty-five (45) days of entry of this Order. Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

**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 AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR TWO (2)**

**YEARS OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY-FOUR (24) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF 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 be supervised by a Registered Nurse who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or



similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(8) 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) month period for two (2) years of employment as a nurse.

(9) The stipulations outlined and required herein SHALL supercede all previous stipulations required by any Order entered by the Board.

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

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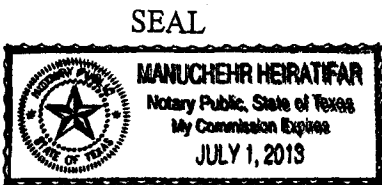
RESPONDENT'S CERTIFICATION

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 19 day of Feb., 2010.

NWAEJU  
NWAEJU O. NJIE, Respondent

Sworn to and subscribed before me this 19 day of Feb, 2010.



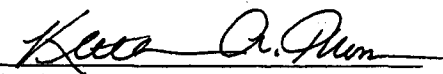
J. M. H.  
Notary Public in and for the State of Texas

Approved as to form and substance.  
[Signature]  
Christopher Malish, Attorney for Respondent

Signed this 23 day of Feb, 2010.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 19<sup>th</sup> day of February, 2010, by NWAEJU O. NJIE, Registered Nurse License Number 602985, and said Order is final.

Effective this 23<sup>rd</sup> day of March, 2010.

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

BEFORE THE BOARD OF NURSE EXAMINERS  
FOR THE STATE OF TEXAS

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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 NWAJEU 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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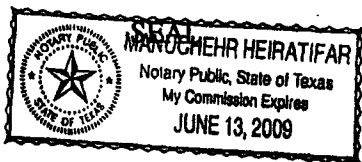
RESPONDENT'S CERTIFICATION

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 6<sup>th</sup> day of September 2007.

NWAEJU O. NJIE  
NWAEJU 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 6<sup>th</sup> day of September, 2007, by NWAEJU O. NJIE, Registered Nurse License Number 602985, and said Order is final.

Effective this 13<sup>th</sup> day of November, 2007.



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