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Stephanie P. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of
Registered Nurse License Number 803164
issued to SWEE LAN TENG

§ AGREED ORDER
§ FOR
§ KSTAR PILOT PROGRAM

An investigation by the Texas Board of Nursing, hereinafter referred to as the Board, produced evidence indicating that SWEE LAN TENG, hereinafter referred to as Respondent, Registered Nurse License Number 803164, may be subject to discipline pursuant to Sections 301.452(b)(10)&(13) and 301.453, Texas Occupations Code.

An informal conference was held on February 25, 2014, 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 Nancy Roper Willson, Attorney at Law. In attendance were Kristin Benton, MSN, RN, Director of Nursing, Executive Director's Designee; John Vanderford, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; Skylar Caddell, RN-BC, Nurse Investigator Specialist; Sierra Ready, Investigator; Adriana Ekery, RN, Investigator; and Danielle Green, 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(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 Baccalaureate Degree in Nursing from Texas Woman's University,

Denton, Texas, on May 13, 2011. Respondent was licensed to practice professional nursing in the State of Texas on June 21, 2011.

5. Respondent's nursing employment history includes:

7/2011-8/2011		Unknown
9/2011-11/2011	Staff Nurse	Passport Health & North Texas Flu Shot Plano, Texas
1/2012-3/2013	Staff Nurse	Baylor University Medical Center Dallas, Texas
4/2013- 8/2013	Staff Nurse	CareStaf of Dallas Dallas, Texas
9/2013- Present	Home Health Nurse	Epic Health Services Dallas, Texas

6. At the time of the initial incident, Respondent was employed as a Staff Nurse with Baylor University Medical Center, Dallas, Texas, and had been in this position for eleven (11) months.
7. On or about December 28, 2012, while employed as a Staff Nurse with Baylor University Medical Center, Dallas, Texas, Respondent failed to administer Zosyn, an antibiotic, by continuous infusion to Patient Number 00767673, as ordered. Respondent's conduct was likely to injure the patient in that failure to administer medications as ordered by the physician could have resulted in non-efficacious treatment of the patient's infection.
8. On or about March 4, 2013, while employed as a Staff Nurse with Baylor University Medical Center, Dallas, Texas, Respondent inappropriately administered Lovenox, an anticoagulant medication, to Patient Number 00079371, when administration of an anticoagulant was contraindicated by the patient's elevated INR level. Respondent's conduct was likely to injure the patient from adverse effects due to possible over dosage of medication, including bleeding.
9. On or about March 24, 2013, while employed as a Staff Nurse with Baylor University Medical Center, Dallas, Texas, Respondent failed to administer Coumadin 11 milligrams to Patient Number 10090361, as ordered for the patient's atrial fibrillation, and instead administered Coumadin 1 milligram. Respondent's conduct was likely to injure the patient in that failure to administer medications as ordered by the physician could have resulted in non-efficacious treatment of the patient's heart condition.

10. In response to Findings of Fact Numbers Seven (7) through Nine (9), regarding Patient Number 00767673, Respondent states the physician gave confusing orders by ordering continuous Zosyn, when she normally saw it ordered as every 6 hours via piggyback. Respondent states that she was waiting for the medication to be placed in the Omnicell by pharmacy and for it to show up on the electronic medication administration record in order to administer it. Regarding Patient Number 00079371, Respondent explains that the night nurse reported to her the patient's critical value of INR 4.5, and that there was an order to hold the Coumadin, but nothing was said about administering Lovenox at that time. Finally, regarding Patient Number 10090361, Respondent states that the pharmacy entered the medication into the system incorrectly because there were two separate entries, one for 1 milligram and one for 10 milligrams, and the computer should have alerted her to that fact. Respondent adds that the medication scanning system in place at that time was new to the nursing staff and contributed to the error.
11. On or about September 5, 2013, Respondent successfully completed a Board approved course in Texas Nursing Jurisprudence and Ethics, which would have been a requirement of this Order.
12. On or about November 21, 2013, Respondent successfully completed a Board approved course in Sharpening Critical Thinking Skills, which would have been a requirement of this Order.
13. On or about January 30, 2014, Respondent successfully completed Board approved course in Medication Administration, which would have been a requirement of this Order.
14. Formal Charges were filed on May 19, 2014.
15. Formal Charges were mailed to Respondent on May 20, 2014.

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)(C),(1)(N)&(1)(P) and 217.12(1)(A),(1)(B)&(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 803164, heretofore issued to SWEE LAN TENG.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **WARNING WITH STIPULATIONS** in accordance with the terms 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. KNOWLEDGE, SKILLS, TRAINING, ASSESSMENT AND RESEARCH (KSTAR) PILOT PROGRAM

IT IS AGREED and ORDERED that RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Pilot Program and RESPONDENT SHALL:

- (A) Within forty-five (45) days of entry of this Order, apply to and enroll in the KSTAR Pilot Program, including payment of any fees and costs, unless otherwise agreed in writing;
- (B) Submit to an individualized assessment designed to evaluate RESPONDENT'S nursing practice competency and to support a targeted remediation plan;
- (C) Follow all requirements within the remediation plan, if any;
- (D) Successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as part of the KSTAR Pilot Program; and
- (E) Provide written documentation of successful completion of the KSTAR Pilot Program to the attention of Monitoring at the Board's office.

IV. FURTHER COMPETENCY ISSUES AND VIOLATIONS

IT IS FURTHER AGREED, SHOULD RESPONDENT'S individualized KSTAR Pilot Program assessment identify further competency issues and violations of the Nursing Practice Act, including inability to practice nursing safely, further disciplinary action, up to and including revocation of Respondent's license(s) to practice nursing in the State of Texas, may be taken based on such results in the assessments.

V. 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

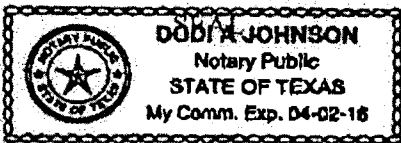
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary 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 2 day of October, 2014.



SWEE LAN TENG, Respondent

sworn to and subscribed before me this 2 day of October, 2014.



Notary Public in and for the State of Texas

Approved as to form and ~~substance~~ ^{form}.


Nancy Roper Willson, Attorney for Respondent

Signed this 2nd day of October, 2014

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 2nd day of October, 2014, by SWEE LAN TENG, Registered Nurse License Number 803164, and said Order is final.

Effective this 12th day of November, 2014.



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