



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	§	AGREED ORDER
Registered Nurse License Number 820676	§	
& Vocational Nurse License Number 224081	§	
issued to BRITTON TRAVIS PHILLIPS	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRITTON TRAVIS PHILLIPS, Registered Nurse License Number 820676, and Vocational Nurse License Number 224081, 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 Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on June 2, 2021.

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 Agreed Order.
3. Respondent's license to practice as a vocational nurse in the State of Texas is in inactive status. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Grayson County College, Denison, Texas, on January 1, 2009. Respondent received an Associate Degree in Nursing from College of the Mainland, Texas City, Texas, on May 11, 2012. Respondent was licensed to practice vocational nursing in the State of Texas on September 17, 2009. Respondent was licensed to practice professional nursing in the State of Texas on June 26, 2012.

5. Respondent's nursing employment history includes:

09/2009 – 05/2012	Licensed Vocational Nurse	Regency Village Care Center Webster, Texas
05/2012 – 07/2016	Registered Nurse	Mainland Medical Center Texas City, Texas
05/2016 – 08/2017	Registered Nurse	Clear Lake Regional Medical Center Webster, Texas
07/2016 – 03/2017	Registered Nurse	Bay Area Regional Medical Center Webster, Texas
07/2016 – 08/2018	Registered Nurse	Elite Care Urgent Care Clinic League City, Texas
10/2017 – 01/2020	Registered Nurse	Kindred Hospital Clear Lake Webster, Texas
02/2020	Unknown	
03/2020 – Present	Registered Nurse	Houston Physicians' Hospital Webster, Texas

6. At the time of the incidents, Respondent was employed as a Staff Nurse with Bay Area Regional Medical Center, Webster, Texas, and had been in that position for eight (8) months.
7. On or about March 5, 2017, through March 6, 2017, while employed as a Staff Nurse with Bay Area Regional Medical Center, Webster, Texas, Respondent failed to document the verbal order for dilution of Morphine 4mg and Ativan (Lorazepam) 1mg to Patient Number 213465. Additionally, Respondent failed to follow the facility's policy and procedures for documenting wastage of the unused portions of the Morphine.
8. On or about March 5, 2017, through March 6, 2017, while employed as a Staff Nurse with Bay Area Regional Medical Center, Webster, Texas, Respondent failed to properly document the administration of a normal saline bolus to Patient Number 246678.
9. On or about January 22, 2020, while employed as a Registered Nurse with Kindred Hospital Clear Lake, Webster, Texas, and in orientation with a preceptor, Respondent inappropriately placed the patient in a kerlix bilateral wrist and abdominal restraint created

from an unapproved flat bed sheet. Respondent failed to document or completely and accurately document the placement of Patient HD in an unapproved physical restraint. Respondent's conduct resulted in an inaccurate medical record and could have injured the patient in that subsequent care givers would not have complete information on which to base their care decisions.

10. In response to the incident in Finding of Fact Number Seven (7), Respondent states that after he injected the medication into the intravenous solution one of the patient's family member got upset. Respondent states that he then communicated with the Physician Assistant that the patient did not want diluted medications, and Respondent got a verbal order to discontinue the infusion and give an intravenous push instead. Respondent states that when he tried to enter the verbal order into the system, the system was down. Respondent documented that the diluted dose was not administered and was wasted, and that the patient was then reassigned to another nurse who administered the medications. Respondent states that he discussed the need to document the waste with the new nurse and that at the end of his shift he was informed by staff that the waste of the medications was complete. In response to the incident in Finding of Fact Number Eight (8), Respondent states that the patient's intravenous tubing was backed up with blood and that a small bag of 250cc of normal saline was hung to flush it out. Respondent states that afterwards, 1000ml normal saline was hung as ordered and he documented his actions. In response to the incident in Finding of Fact Number Nine (9) Respondent states that his main concern was for the safety of the patient, who was extremely confused and agitated and had removed his Foley catheter and nasogastric tube. Respondent further states that his preceptor was aware of the restraints used and did not instruct him to use alternate materials.

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)(D),(1)(M)&(3)(A) and 22 TEX. ADMIN. CODE §217.12 (1)(A),(1)(B),(1)(C),(10)(B),(10)(C)&(11)(B).
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 820676, and Vocational Nurse License Number 224081, heretofore issued to BRITTON TRAVIS PHILLIPS.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REPRIMAND 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. Until successfully completed, RESPONDENT may not practice nursing in the State of Texas except in accordance with the terms of this Order.
- D. As a result of this Order, RESPONDENT'S license(s) will be designated "single state" as applicable and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state using a Texas compact license.

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 Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Agreed Order.

III. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully complete the Board's online course, "Understanding Board Orders", which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful

completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

IV. 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 the effective date of this Order, unless otherwise specifically indicated:**

- A. **A Board-approved 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 and video programs will not be approved.
- B. **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: 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. Home study courses and video programs will not be approved.
- 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.

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.*

V. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) quarterly periods of employment as a nurse have elapsed. 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. **Indirect Supervision:** 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 of 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.

- D. **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 individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for four (4) quarters [1 year] of employment as a nurse.

VI. RESTORATION OF UNENCUMBERED LICENSE(S)

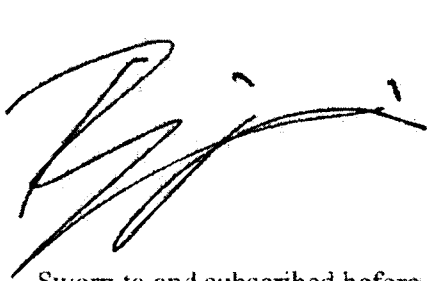
Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) and/or privilege(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may 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 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 this Order is subject to ratification by the Texas Board of Nursing and a copy of this Order will be mailed to me once the Order becomes effective. 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) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.



Signed this 4th day of June, 2021

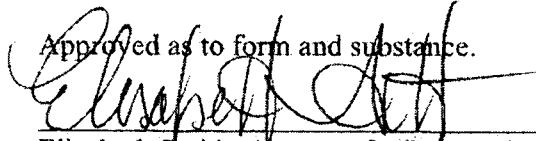
BRITTON TRAVIS PHILLIPS, RESPONDENT

Sworn to and subscribed before me this _____ day of _____, 20____.

SEAL

Notary Public in and for the State of _____

Approved as to form and substance.



Elisabeth Smith, Attorney for Respondent

Signed this 7th day of June, 2021.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 4th day of June, 2021, by BRITTON TRAVIS PHILLIPS, Registered Nurse License Number 820676, and Vocational Nurse License Number 224081, and said Agreed Order is final.

Effective this 22nd day of July, 2021.

A handwritten signature in black ink, reading "Katherine A. Thomas". The signature is written in a cursive style with a horizontal line extending from the end of the name.

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