

COMMONWEALTH OF MASSACHUSETTS

SUFFOLK COUNTY

BOARD OF REGISTRATION  
IN NURSING

RECEIVED  
MAY 13 2014  
NURSING REGISTRATION

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In the Matter of )  
**ROSEMARY SLAYTER** )  
RN License No. 269875 )  
License Expired 3/19/2014 )  
\_\_\_\_\_ )

Docket No. NUR-2013-0208

**CONSENT AGREEMENT FOR VOLUNTARY SURRENDER**

The Massachusetts Board of Registration in Nursing ("Board") and Rosemary Slayter ("Licensee"), a Registered Nurse ("RN") licensed by the Board, License No. RN269875, do hereby stipulate and agree that the following information shall be entered into and become a permanent part of the Licensee's record maintained by the Board:

1. The Licensee acknowledges that a complaint has been filed with the Board against her Massachusetts RN license ("license")<sup>1</sup> related to the conduct set forth in Paragraphs 2, 3, and 4 identified as Docket No. NUR-2013-0208 ("the Complaint").
2. The Licensee admits that on various dates between May 2013 and June 2013, while she was licensed to practice as an RN in Massachusetts and working at South Shore Hospital in Weymouth, Massachusetts, she failed to properly document and account for her removal and administration of narcotics and benzodiazepines.
3. The Licensee further admits that in November, 2013, during a telephone interview with an investigator for the Board, she admitted that she took possession of narcotics and benzodiazepines that were prescribed for patients and she flushed them down the toilet.
4. The Licensee acknowledges that her conduct constitutes failure to comply with the Board's Standards of Conduct at 244 Code of Massachusetts Regulations ("CMR") 9.03 (5), (15), (37), (39), (44) and (47) and warrants disciplinary action by the Board under Massachusetts General Laws Chapter 112, sections 61 and Board regulations at 244 CMR 7.04, Disciplinary Actions.
5. The Licensee agrees to **SURRENDER** her nursing license for an indefinite period, commencing with the date on which the Board signs this Agreement ("Effective Date").
6. After the Effective Date of this Agreement and when the Licensee can complete to the satisfaction of the Board all of the requirements set forth in this Paragraph the Licensee may petition the Board for reinstatement of her license. The petition must be in writing

<sup>1</sup> The term "license" applies to both a current license and the right to renew an expired license.

and must include the following documentation of the Licensee's ability to practice nursing in a safe and competent manner, all to the Board's satisfaction:

- a. Evidence of completion of all continuing education required by Board regulations for the two (2) renewal cycles immediately preceding the date on which the Licensee submits her petition ("Petition Date");
- b. A performance evaluation sent directly to the Board from each of the Licensee's employers, prepared on official letterhead that reviews the Licensee's attendance, general reliability, and specific job performance during the year immediately prior to the petition date;<sup>2</sup>
- c. Written verification sent directly to the Board from each of the Licensee's medical care providers, which meets the requirements set forth in Attachment B1;
- d. A report of a mental health evaluation, prepared within 30 days of the Petition Date and sent directly to the Board, which meets the requirements set forth in Attachment B2;<sup>3</sup>
- e. Authorization for the Board to obtain a Criminal Offender Record Information ("CORI") report of the Licensee conducted by the Massachusetts Department of Criminal Justice Information Services ("DCJIS");
- f. Documentation that the Licensee has completed, at least one (1) year prior to the Petition Date, all requirements imposed upon her in connection with all criminal and/or administrative matter(s) arising from, or related to, the conduct identified in Paragraphs 2 and 3.<sup>4</sup> Such documentation shall be certified and sent directly to the Board by the appropriate court or administrative body and shall include a description of the requirements and the disposition of each matter; and
- g. Submit documentation that she has successfully completed the following continuing education<sup>5</sup> within 60 days after the Effective Date:
  - i. Six (6) contact hours continuing education course on Medication Administration and Documentation in Nursing;
  - ii. Three (3) contact hours continuing education course on Legal and Ethical Aspects of Nursing;
  - iii. Three (3) contact hours continuing education course on Pain Management in Nursing; and

<sup>2</sup> If the Licensee has not been employed during the year immediately prior to the petition date, she shall submit an affidavit to the Board so attesting.

<sup>3</sup> May be incorporated into the addictionologist evaluation.

<sup>4</sup> If there have been no criminal or administrative matters against the Licensee arising from or in any way related to the conduct identified in Paragraphs 2 and 3, the Licensee shall submit an affidavit so attesting.

<sup>5</sup> These continuing education courses must be *in addition to* any contact hours required for license renewal. They may be taken as home study or as correspondence course, *provided that* they meet the requirements of Board Regulations at 244 CMR 5.00, Continuing Education.

- iv. Three (3) contact hours continuing education course on Critical Thinking and Judgment in Nursing Practice.
7. In addition to the items identified in Paragraph 6, the Licensee shall submit *either* a substance abuse ("addictionologist") evaluation, prepared within 30 days of the Petition Date and sent directly to the Board, which meets the requirements set forth in Attachment B3, and verifies that the Licensee does not have and has never had any type of substance abuse, dependency or addiction problem, *or* the following documentation of the Licensee's stable and fully sustained recovery from substance abuse, dependency and/or addiction for three (3) years immediately prior to the Petition Date, all to the Board's satisfaction:
    - a. The results of random supervised urine tests for substances of abuse sent directly to the Board and collected from the Licensee according to the conditions and procedures outlined in Attachment A, no less than 15 times per year during the two (2) years immediately preceding the Petition Date. All such results are required to be negative.
    - b. Documentation that the Licensee has obtained a sponsor and has regularly attended Alcoholics Anonymous ("AA") and/or Narcotics Anonymous ("NA") meetings at least three (3) times per week during the two (2) years immediately preceding the Petition Date. This documentation must include a letter of support from the Licensee's sponsor and signatures verifying the required attendance.
    - c. Documentation prepared within 30 days of the Petition Date and sent directly to the Board from a licensed mental health provider verifying that the Licensee has regularly attended group or individual counseling or therapy, or both, conducted by the mental health provider. Such documentation shall specify the frequency and length of the therapy and/or counseling and shall include a summary of the Licensee's progress in therapy and specific treatment recommendations for the Licensee's sustained recovery from substance abuse, dependency and addiction.
  8. The Board may choose to reinstate the Licensee's license if the Board determines that reinstatement is in the best interests of the public at large. Any reinstatement of the Licensee's license may be conditioned upon the Licensee entering into a consent agreement for the **PROBATION** of her license for no less than one (1) year, and include requirements that the Board determines at the time of relicensure to be reasonably necessary in the best interests of the public health, safety and welfare.
  9. The Licensee agrees that she will not practice as a Registered Nurse in Massachusetts from the Effective Date unless and until the Board reinstates her license.<sup>6</sup>

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<sup>6</sup> The Licensee understands that practice as a Registered Nurse includes, but is not limited to, seeking and/or accepting a paid or voluntary position as a Registered Nurse, or a paid or voluntary position requiring that the applicant hold a current Registered Nurse license. The Licensee further understands that if she accepts a voluntary or paid position as a Registered Nurse, or engages in any practice of nursing after the Effective Date and before the Board formally reinstates her license, evidence of such practice shall be grounds for the Board's referral of any such unlicensed practice to the appropriate law enforcement authorities for prosecution, as set forth in G.L. c. 112, §§ 65 and 80.

10. The Board agrees that in return for the Licensee's execution of this Agreement it will not prosecute the Complaint.
11. The Licensee understands that she has a right to formal adjudicatory hearing concerning the allegations against her and that during said adjudication she would possess the right to confront and cross-examine witnesses, to call witnesses, to present evidence, to testify on her own behalf, to contest the allegations, to present oral argument, to appeal to the courts, and all other rights as set forth in the Massachusetts Administrative Procedures Act, G.L. c. 30A, and the Standard Adjudicatory Rules of Practice and Procedure, 801 CMR 1.01 *et seq.* The Licensee further understands that by executing this Agreement she is knowingly and voluntarily waiving her right to a formal adjudication of the Complaint.
12. The Licensee acknowledges that she has been at all times free to seek and use legal counsel in connection with the Complaint and this Agreement.
13. The Licensee acknowledges that after the Effective Date, the Agreement constitutes a public record of disciplinary action by the Board. The Board may forward a copy of this Agreement to other licensing boards, law enforcement entities, and other individuals or entities as required or permitted by law.
14. The Licensee certifies that she has read this Agreement. The Licensee understands and agrees that entering into this Agreement is a final act and not subject to reconsideration, appeal or judicial review.

Elizabeth A. Beaton 7.28.14  
 Witness (sign and date)  
 Elizabeth A. Beaton

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 Witness (print name)

Rosemary Slayter 7.28.2014  
 ROSEMARY SLAYTER  
 Licensee (sign and date)  
 Rosemary Slayter

Rula Harb, MSN, RN  
 Rula Harb, MSN, RN  
 Executive Director  
 Board of Registration in Nursing

August 13, 2014  
 Effective Date of Surrender

Fully Signed Agreement Sent to Licensee on 8/14/2014 by Certified Mail  
 No. \_\_\_\_\_ 7012 3460 0003 3582 4435