

FORMS OF DISCIPLINARY AND ADMINISTRATIVE ACTIONS

The Board of Nursing is authorized to impose a number of disciplinary actions on a nurse's license when a violation of the Nurse Practice Act has been established by a preponderance of the evidence and the Board has concluded such an action is necessary to protect the public. Many of the disciplinary actions taken by the Board have been agreed to by the nurse.

The following are the most common disciplinary actions:

REPRIMAND: The nurse is censured or admonished for particular conduct. A reprimand may be combined with assessment of a **CIVIL PENALTY** (a monetary fine).

LIMITATIONS: The nurse's scope of practice is restricted in some manner. The limitation is in place until the nurse fulfills specified requirements and may be combined with conditions. Examples of limitations include being required to work under the direct supervision of a registered nurse or being prohibited from having access to controlled substances.

CONDITIONS: Retention of the nurse's license is contingent upon meeting specific requirements, such as taking courses or abstaining from alcohol or submitting reports from a nursing supervisor who is monitoring the individual's nursing practice. The Board may also require the nurse to complete specified evaluations.

SUSPENSION: The nurse remains licensed but does not have active registration and therefore is prohibited from practicing nursing for a definite or indefinite period of time. The nurse is also prohibited from using any title that implies licensure as a nurse or functioning in any position requiring a nursing license. Mechanisms for reinstatement are outlined in the disciplinary order. In some cases the suspension may be **STAYED** or put in abeyance upon compliance with stated requirements. If the Board finds there is an imminent risk of harm if the nurse were allowed to continue to practice, the Board may issue an order of **TEMPORARY SUSPENSION** prior to a hearing on the facts of the case.

REVOCACTION: The Board rescinds or takes away the nurse's authorization to practice nursing in the State of Minnesota (license and registration). Subsequent relicensing is not anticipated. This is the most stringent disciplinary action and is used only in extremely serious circumstances.

The Board may also deny the license or registration of a nurse or applicant, order the nurse to provide unremunerated (unpaid) service or impose any other action justified by the facts of the substantiated violation.

In addition to the disciplinary actions described above, the Board may use the following administrative remedies:

STIPULATION TO CEASE PRACTICING: The nurse agrees not to practice nursing for a period of time. Mechanisms for reinstatement are outlined in the stipulation. This is generally a short-term action until the Board's investigation is completed and a final remedy can be determined.

AGREEMENT FOR CORRECTIVE ACTION: The nurse agrees to take specific corrective measures. Upon successful completion of the corrective action, the complaint against the nurse is dismissed.

Both disciplinary and administrative actions result in official documents. These documents are classified by the Minnesota Government Data Practices Act as public data and are available on the Board's website attached to the subject nurse's verification record.