



MAINE STATE BOARD OF NURSING

35 ANTHONY AVENUE
STATE HOUSE STATION 158
AUGUSTA, MAINE 04333
(207) 624-5275

In re:)
Doreen M. Salisbury) CONSENT AGREEMENT REGARDING
of Solon, ME) VOLUNTARY SURRENDER OF
License #R032432) LICENSE
#P008192)

INTRODUCTION

This document is a Consent Agreement regarding Doreen M. Salisbury's license to practice professional and practical nursing in the State of Maine, entered into pursuant to 32 M.R.S.A. Section 2105-A(1-A)(B) and 10 M.R.S.A. Section 8003(5)(B). The parties to this Consent Agreement are: Doreen M. Salisbury, R.N., the Maine State Board of Nursing ("Board") and the Department of Attorney General, State of Maine.

By letter dated May 7, 1991, Ms. Salisbury was advised by the Board that it had received a report dated May 3, 1991 from Robin LeBrun, R.N., Kennebec Valley Regional Health Agency, alleging that Ms. Salisbury may be in violation of 32 M.R.S.A. Section 2105-A(2)(B), (2)(E) and (2)(F). This report was supplemented by a letter dated June 5, 1991 from Lorraine Lachapelle, R.N., L.S.W., Kennebec Valley Regional Health Agency, which was forwarded to Ms. Salisbury on June 21, 1991. Ms. Salisbury responded to the Board in a letter dated July 20, 1991. By letter dated August 22, 1991, Ms. Salisbury was advised by the Board that it had received a new report dated August 1, 1991, with attachment, from Anthony Belliveau, Administrator of the Woodlawn Nursing Home, again alleging that Ms. Salisbury may in violation of 32 M.R.S.A. Section 2105-A(2)(B), (2)(E) and (2)(F). Andrew Ketterer, Esq., responded in writing on behalf of Ms. Salisbury by an Answer dated September 17, 1991. Subsequently, the Board requested that Ms. Salisbury attend an informal conference pursuant to 32 M.R.S.A. Section 2105-A(1-A). Ms. Salisbury was present and was represented by Andrew Ketterer, Esq.

FINDINGS OF FACT

As a result of the informal conference, the Board made the following findings of fact:

1. Ms. Salisbury admits to the diversion of Tylenol with codeine from the Woodlawn Nursing Home.
2. The allegations of other diversions from home health situations remain unproven.
3. Ms. Salisbury has a long history of substance abuse, including alcohol abuse.
4. Ms. Salisbury states that she has been alcohol-free for approximately seven years.
5. Ms. Salisbury entered a structured treatment program and is currently active in that program, including random urinalyses.
6. Ms. Salisbury states that she has been substance-free for approximately six months.
7. There is no documented patient harm as a result of the actions of Ms. Salisbury.
8. The job performance of Ms. Salisbury at the Woodlawn Nursing Home was good up to four to five weeks prior to rapid deterioration of her performance in her last four weeks there.

COVENANTS

Based on the above findings of fact, the Board voted to enter in an agreement with Ms. Salisbury under which she will voluntarily surrender her license for a period of one year from December 18, 1991. The Board will accept the voluntary surrender of Ms. Salisbury's license under the following conditions:

1. Ms. Salisbury will remain substance-free.
2. Ms. Salisbury will continue in her prescribed treatment and will arrange to have quarterly reports submitted to the Board from her substance abuse counselor. Ms. Salisbury waives any claims of confidentiality and privilege which she may have with respect to these reports.
3. Ms. Salisbury will undertake no employment in any position in the field of health care prior to December 18, 1992.

4. The Board agrees to take no further disciplinary action upon these facts so long as Ms. Salisbury fully complies with these conditions. The Board will consider reinstatement of Ms. Salisbury's license at the December 1992 Board meeting, at which time the Board will consider the degree to which Ms. Salisbury has complied with these conditions.

5. Ms. Salisbury understands that this document is a Consent Agreement which affects her rights to practice nursing in Maine. Ms. Salisbury understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering this Consent Agreement. Ms. Salisbury affirms that she executes this Consent Agreement of her own free will.

DATED: Jan 20, 1992

BY: Doreen M. Salisbury
DOREEN M. SALISBURY

DATED: JAN 3, 1992

BY: Andrew Ketterer
ANDREW KETTERER, ESQ.

DATED: 1/23/92

FOR THE MAINE STATE BOARD OF NURSING:

BY: Jean C. Caron
JEAN C. CARON, R.N., M.S.
Executive Director

DATED: 1/27/92

FOR THE DEPARTMENT OF ATTORNEY GENERAL

BY: Timothy W. Collier
TIMOTHY W. COLLIER
Assistant Attorney General
Counsel to the Board