



Maine State Board of Nursing

295 WATER STREET
AUGUSTA, MAINE 04330

In Re:) CONSENT AGREEMENT
Janice R. Salisbury) PURSUANT TO 32 M.R.S.A.
of Rockland, Maine) § 2105-A(1)(C)

This document is a Consent Agreement concerning the license to practice nursing (LPN license) of Janice Salisbury. The parties to this Consent Agreement are Janice Salisbury ("Ms. Salisbury"), the Maine State Board of Nursing (the "Board") and the Department of the Attorney General ("Attorney General").

RECITALS

1. The Board received notification, dated February 2, 1988, from Janice LaPointe, Personnel Officer for the Maine State Prison, of termination of Janice Salisbury's employment as a nurse because Ms. Salisbury did not use her leave time to enter a 28-day Alcoholism Treatment Program as she had requested.

2. Ms. Salisbury subsequently did enter and complete a 28-day Alcoholism Treatment Program at Crossroads.

3. By letter dated March 1, 1988, Ms. Salisbury notified the Board that she was an "alcoholic and drug addict", had been working as a nurse for twenty years in an impaired condition, and had diverted drugs from her places of employment and patients.

4. Ms. Salisbury voluntarily surrendered her LPN license to the Board by letter dated March 30, 1988.

5. The Board met with Ms. Salisbury on May 5, 1988 in an informal conference, pursuant to 32 M.R.S.A. § 2105-A(1)(C) to discuss the terms of her license surrender.

FINDINGS OF FACT

Following the informal conference, the Board made the following findings of fact:

1. Ms. Salisbury admits to an extensive history of substance abuse.

2. Ms. Salisbury admits to diverting drugs from the facilities where she has been employed and from patients in those facilities.

3. Ms. Salisbury is currently in treatment for her substance abuse.

4. Ms. Salisbury voluntarily surrendered her LPN license to the Board.

5. Ms. Salisbury has a good support system.

6. Ms. Salisbury has no intention of working in nursing in the near future.

COVENANTS

Following the informal conference, the Board voted to accept Ms. Salisbury's voluntary surrender of her LPN license for a three-year period, and to enter into a Consent Agreement with her under the following conditions:

1. Ms. Salisbury shall be substance-free.

2. Ms. Salisbury shall continue in her aftercare treatment program as prescribed by her RSAC or other licensed counselor.

3. Ms. Salisbury shall also continue in her self-help program.

4. Ms. Salisbury shall arrange for quarterly reports to be submitted to the Board from her licensed counselor regarding her progress and treatment. Ms. Salisbury shall waive any claim of privilege she may have in regard to these reports.

5. Ms. Salisbury shall not work in nursing in any capacity.

6. At the end of the three-year Ms. Salisbury may apply to the Board to have the suspension lifted. She understands and accepts that conditions may be placed on her license at that time.

At the Board meeting on May 5, 1988, Ms. Salisbury agreed to enter into a Consent Agreement with the Board under the Covenants as set forth above.

Dated: May 13, 1988

Janice R. Salisbury
Janice R. Salisbury

MAINE STATE BOARD OF NURSING

Dated: 5/16/88

Jean C. Caron
By: Jean C. Caron, R.N.
Executive Director

Dated: 5/17/88

Martha F. Willard
Martha F. Willard
Assistant Attorney General
Counsel to the Board