

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of** ) **STIPULATED ORDER FOR**  
**Shannon Annis, CNA** ) **REPRIMAND OF CERTIFICATE**  
)  
**Certificate No. 200111127CNA** ) **Reference No. 15-01909**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certified Nursing Assistants. Shannon Annis (Certificate Holder) was issued a Certified Nursing Assistant certificate by the Board on May 24, 2001.

On or about June 8, 2015, the Board received information that Certificate Holder allegedly jeopardized the safety of residents under her care when Certificate Holder left a nursing assistant assignment without properly notifying appropriate supervisory personnel.

On or about June 6, 2015, Certificate Holder was scheduled to work from 2:00pm to 10:00pm as a nursing assistant in a care facility. Between 4:00pm and 4:30pm, Certificate Holder was notified that she was being reassigned to another section of the building due to staffing issues that day. Certificate Holder would be one of two staff members assigned to care for the residents on that new section. At around 5:00pm, the charge nurse for the shift learned that Certificate Holder had not shown up for an assignment in the dining room, and Certificate Holder could not be located in the building. Within a short time, staff telephoned Certificate Holder and learned that Certificate Holder had left the building around 4:45pm and would not be returning. Certificate Holder had not informed any of the nurses on shift that she was leaving the building.

Facility staff quickly brought in another Certified Nursing Assistant to complete Certificate Holder's shift. There was no indication that any residents experienced specific harm as a result of Certificate Holder's conduct. Certificate Holder explained she had become frustrated when she was reassigned to another section in the middle of her shift. Certificate Holder said she had already addressed many of the care needs of the residents in her original section, and when she arrived at her new assignment, many of those residents' care needs had not yet been addressed and the charting had not been started. Certificate Holder acknowledged she became frustrated with her assignment and left the facility in the middle of her shift without first notifying an appropriate supervisor that she was leaving.

By the above actions, Certificate Holder is subject to discipline pursuant to ORS 678.442(2)(f), OAR 851-063-0080(6), and OAR 851-063-0090(3)(d) & (3)(e), which provide as follows:

**ORS 678.442 Certification of nursing assistants; rules.**

- (2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a

certificate issued under this section or may reprimand a nursing assistant for the following reasons:

- (f) Conduct unbecoming a nursing assistant in the performance of duties.

**OAR 851-063-0080 Causes for Denial, Reprimand, Suspension, Probation or Revocation of CNA Certificate**

Under the contested case procedure in ORS 183.310 to 183.550 the Board may impose a range of disciplinary sanctions including, but not limited to deny, reprimand, suspend, place on probation or revoke the certificate to perform duties as a CNA for the following causes:

- (6) Conduct unbecoming a nursing assistant.

**OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant**

A CNA, regardless of job location, responsibilities, or use of the title "CNA," whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:

- (3) Conduct related to client safety and integrity:
  - (d) Jeopardizing the safety of a person under the CNA's care.
  - (e) Leaving or failing to complete a nursing assistant assignment without properly notifying appropriate supervisory personnel.

Certificate Holder wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Certificate Holder:

**That the Certified Nursing Assistant certificate of Shannon Annis be reprimanded.**

Certificate Holder understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Certificate Holder understands that in the event she engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against her certificate, up to and including revocation of her certificate to practice as a Certified Nursing Assistant.

Certificate Holder understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Certificate Holder understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Certificate Holder acknowledges that no promises, representations, duress or coercion have been used to induce her to sign this Order.

Certificate Holder understands that this Order is a document of public record.

Certificate Holder has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

IT IS SO AGREED:

\_\_\_\_\_  
Shannon Annis, CNA

\_\_\_\_\_  
Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

\_\_\_\_\_  
Bonnie Kostelecky, MS, MPA, RN  
Board President

\_\_\_\_\_  
Date

SIGNATURES & DATED COPY ON FILE IN BOARD OFFICE