

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of  
Carla Couch, CMA**

) **STIPULATED ORDER FOR  
VOLUNTARY SURRENDER**

)

**Certificate No. 000006529CNA,  
000006529CMA**

) **Reference No. 12-02006**

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Carla Couch, hereinafter referred to as “Respondent”, is a Certified Nursing Assistant (CNA) and Certified Medication Aide (CMA) in the State of Oregon. Respondent was certified as a Nursing Assistant and certified as a Medication Aide on January 1, 1990.

On March 26, 2012, Respondent came to the attention of the Board of Nursing (Board) while working as a CMA/CNA at Gracelen Terrace. Respondent administered another patient’s medications to a resident, and failed to immediately notify the charge nurse of the medication error. Respondent then administered the resident his correct medications, and falsely documented that the previously administered medications had been dropped on the floor and “wasted”.

The resident became concerned that he had received the wrong medication, and notified another staff member of the error. Respondent then notified the charge nurse of her error, about 25 minutes after administering both doses of medications.

Upon notification of the error, the resident was assessed, the physician notified and appropriate steps were taken to monitor the resident’s condition. At about 3:00 am, the resident became unresponsive due to over-sedation, and was transferred to the hospital for care. The resident was hospitalized for several days, and later returned to the facility. Respondent was suspended, and later terminated from her position by the facility.

On April 16, 2012, Respondent signed an Interim Order by Consent voluntarily removing herself from practice.

During the course of the investigation, Board staff found that Respondent had received counseling from her supervisor for multiple medication errors prior to her termination from the facility. Respondent acknowledged that she had made similar errors in the past, but had reported them to the charge nurse.

Respondent admitted to this medication error, and the subsequent falsification of documentation. She stated she had panicked and was afraid she would lose her job if she reported herself to the charge nurse.

Whereas, by the above actions, Respondent is subject to discipline pursuant to violations of ORS 678.442 (2) (f), OAR 851-063-0080 (6), OAR 851-063-0090 (2) (e), (6) (a) and (b),

OAR 851-063-0100 (1), (2), (7) and (11) which reads 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 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 in the performance of duties. ORS 678.442(2) (f).

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

A CNA, regardless of job location, responsibilities, or use of the title "CNA," who, in the performance of nursing related duties, may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Conduct unbecoming a nursing assistant includes but is not limited to:

(2) Conduct related to other federal or state statutes/rule violations:

(e) Neglecting a client. The definition of neglect includes but is not limited to unreasonably allowing a client to be in physical discomfort or be injured;

(6) Conduct related to achieving and maintaining clinical competency:

(a) Failing to competently perform the duties of a nursing assistant;

(b) Performing acts beyond the authorized duties for which the individual is certified.

**Conduct Unbecoming a Certified Medication Aide**

**OAR 851-063-0100**

Certified Medication Aides are subject to discipline as CNAs as described in these rules. In addition, CMAs are subject to discipline for conduct unbecoming a medication aide. Conduct unbecoming a medication aide includes but is not limited to:

(1) Failing to administer medications as ordered by a health care professional authorized to independently diagnose and treat.

(2) Failing to document medications as administered, medications withheld or refused and the reason a medication was withheld or refused.

(7) Performing acts beyond the authorized duties for which the individual is certified.

(11) Failing to conform to the standards and authorized duties in these rules.

Respondent wishes to cooperate with the Board in resolving the present disciplinary problem and has agreed to voluntarily surrender her medication aide certificate and nursing assistant certificate.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed

to by Respondent:

**That the Voluntary Surrender of the Nursing Assistant certificate and Medication Aide certificate of Carla Couch be accepted. If after a minimum of three years Ms. Couch wishes to reinstate her Nursing Assistant certificate, she may appear before the Board to request reinstatement. Should the Board reinstate the Nursing Assistant certificate of Ms. Couch, she would be subject to whatever terms and conditions the Board may impose.**

Respondent understands that this Stipulation will be submitted to the Board for approval, and that it is subject to the Board's confirmation.

Respondent understands that, by entering into this Stipulation, she waives the right to an administrative hearing under ORS 183.310 to 183.550.

Respondent understands that this Stipulation is a document of public record.

Respondent, by her signature below, attests that she has read and understands this Stipulation, and agrees to abide by each and every one of its terms and conditions.

Respondent further attests that no promises, representations, duress, or coercion have been used to induce her to sign this Stipulation.

IT IS SO AGREED:

\_\_\_\_\_  
Carla Couch, CMA

\_\_\_\_\_  
Date

**ORDER**

IT IS SO ORDERED:

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

\_\_\_\_\_  
Kay Carnegie, RN, MS  
Board President

\_\_\_\_\_  
Date