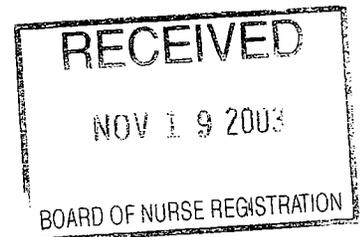


State of Rhode Island  
and Providence Plantations

Department of Health  
Office of Health Professions Regulation

vs.

**Melissa Jackson**



**CONSENT ORDER**

Pursuant to R.I.G.L. (2001 Reenactment) Section 23-17.9-8 and the Rules and Regulations promulgated thereunder, the Rhode Island Department of Health (hereinafter "Department"), with review and approval of the Advisory Board for Nursing Assistants, has investigated a complaint charging Melissa Jackson (hereinafter "Respondent") with a violation of Chapter 23-17.9-8 of the General Laws of the State of Rhode Island, 1987, as amended.

After consideration by the Department, the following constitutes the Findings of Fact with respect to the professional performance of the Respondent:

1. Respondent is a Nursing Assistant in the State of Rhode Island.
2. That all pertinent times, Respondent was employed by Elmhurst Extended Care, Providence, Rhode Island.
3. That on or about 16 April 2002, Respondent acted unprofessionally by using obscenities and making threats in a patient care area.
4. That pursuant to Section 23-17.9-8 (3), the conduct described in paragraph two (2) herein constitutes grounds to deny an application for licensure.

The parties agree as follows:

1. Respondent is a Nursing Assistant licensed to practice in the State of Rhode Island.
2. That at all pertinent times, Respondent was employed by Elmhurst Extended Care in Providence, Rhode Island.
3. That on or about 16 April 2002, Respondent acted unprofessionally by using obscenities and making threats in a patient care area.
4. The conduct described in paragraph three (3) herein constitutes unprofessional conduct in Section 23-17.9-8, and Rules and Regulations promulgated thereunder.

The parties agree as follows:

1. Respondent is a Nursing Assistant and is able to conduct business under and by the virtue of the laws of the State of Rhode Island. Respondent's mailing address is 837 Admiral Street, 1-A, Providence, RI 02904.
2. Respondent admits to the jurisdiction of the Department and hereby agrees to remain under the jurisdiction of the Department.
3. Respondent has read this consent order and understands that it is a proposal of the Department and is subject to the final approval by the Department. This Consent Order and the contents thereof are not binding on Respondent until final approval by the Department.
4. Respondent hereby acknowledges and waives:
  - a) The right to appear personally or by counsel or both before the Department;
  - b) The right to produce witnesses and evidence at a hearing;
  - c) The right to cross-examine witnesses;
  - d) The right to have subpoenas issued by the Department;
  - e) The right to further procedural steps except those specifically contained herein;
  - f) Any and all rights of appeal of this Consent Order;
  - g) Any objection to the fact that this Consent Order will be presented to the Department for consideration and review;
  - h) Any objection to the fact that it will be necessary for the Department to become acquainted with all evidence pertaining to this matter in order to adequately review this Consent Order;
  - i) Any objection to the fact that potential bias against the Respondent may occur as a result of the presentation of this Consent Order to the Department.
5. This Consent Order shall become part of the public record of this proceeding once it is accepted by both parties. Respondent's license shall reflect the status "Active Probation".
6. Acceptance by the Respondent and approval by the Department of this Consent Order constitutes an admission of the facts contained herein by the Respondent.
7. Respondent will be subject to a one (1) year period of probation commencing upon the date the Consent Order is signed by both parties.
8. That the probationary period will be in effect upon employment of the Respondent as a Nursing Assistant in a licensed health care facility, and will abate for any period when the Respondent is not employed as a Nursing Assistant.
9. Respondent will notify the Department of any lapse in employment and the probation will be extended until one (1) year of employment as a Nursing Assistant is completed.
10. That, during the period of probation, Respondent must attend 12 hours of in-service programs on patient's rights and professionalism. It shall be the responsibility of the Respondent to have the employer(s) submit quarterly reports of the number of hours of in-service Respondent has attended for that previous quarter, until such time that the

entire 12 hours of in-service has been completed.

11. Respondent will require supervision by a Registered Nurse. This stipulation will be documented and reported to the Department by a supervising Registered Nurse.
12. That, during, the period of probation, the Respondent's employer shall submit quarterly reports to the Board relating to the Respondent's conduct and performance; that it shall be the responsibility of Respondent to have the employer(s) submit said reports.
13. That during the period of probation, should Respondent change employment, Respondent shall notify the Board forthwith of said changes including the name and address of the new employer(s), date Respondent commences said employment and the reason for the change in employment. Respondent will be prohibited from working in a community based setting (i.e. an assisted living facility, a home nursing care provider agency or any setting in which Respondent will be providing care without supervision).
14. That should Respondent comply with the laws and regulations governing the practice of Nursing Assistant and comply with the requirements of this Consent Order, Respondent may apply to the Department for relief from probation.
15. That should Respondent fail to comply with the terms of this Consent Order, Respondent's Registration as a Nursing Assistant will be subject to suspension or other appropriate disciplinary action.

Signed this Melissa Jackson day of 10-18-03

Melissa Jackson  
Melissa Jackson

Approved on this 15th day of November 2003

Donald C. Williams  
Donald C. Williams  
Associate Director, Health Services Regulation

OCT 22 2003