Efficacy of Remediation in Reducing Documentation Errors

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Promoting Regulatory Excellence

Outline

1. Introduction
   Background
   Research questions

2. Methodology
   Research design
   Data collection criteria

3. Preliminary Findings

4. Summary

Introduction: Background of the Study

Findings of Phase I Study:

39% of the disciplined nurses who were put on 2001 probation for practice related violations recidivated during the 2001-2005 post probationary period of time.
Documentation Error

- Documentation error can lead to potential risk for unsafe patient care and other violations.
- The proportion of nurses disciplined for documentation errors increased 43% during 1996-2005.

Research Questions

1. How efficient are the current remediation actions in reducing documentation errors?

Probationary Category Examples

- Education
- Consultation
- MH evaluation
- CD evaluation
- Medical evaluation
- Treatment
- AA support
- Counseling
- Drug testing
- Restitution
- Supervision
Research Questions

2. Are there any differences in remediation outcomes between different remediation actions?

Remediation Outcomes

Violation Other than Documentation Error
Documentation Error
Completed Probation Without Additional Violations

Methodology: Research Design

Prior discipline history
Recidivism
1/1996
2001
12/2005
Probation issued in 2001
Case Selection Criteria
- Disciplinary actions were taken in 2001 and resulted in probation
- Cases involving documentation errors

Findings: Characteristics of Disciplined Nurses
- The 169 disciplined nurses were licensed in 26 states with an average age of 43
- 84% were female and 16% were male
- 70% of them held RN licenses, 26% held LPN/VN licenses, 1% held both RN and LPN/VN licenses, and the remaining 2% were advanced practice nurses

Other Violations
- 72% (n=121) of the disciplined nurses committed different types of violations for their 2001 probation
- 7% (n=11) of the disciplined nurses received prior probationary actions between 1996 to 2001
Additional Violations for 2001 Probation

<table>
<thead>
<tr>
<th>Type of Violation</th>
<th>N</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medication error</td>
<td>47</td>
<td>28%</td>
</tr>
<tr>
<td>Failure to maintain minimal standards</td>
<td>25</td>
<td>15%</td>
</tr>
<tr>
<td>Failure to assess</td>
<td>21</td>
<td>12%</td>
</tr>
<tr>
<td>Other unprofessional practice</td>
<td>16</td>
<td>10%</td>
</tr>
</tbody>
</table>

Remediation Actions

<table>
<thead>
<tr>
<th>Probation Requirements</th>
<th>N</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>66</td>
<td>39%</td>
</tr>
<tr>
<td>Supervision</td>
<td>31</td>
<td>18%</td>
</tr>
<tr>
<td>Drug testing</td>
<td>11</td>
<td>7%</td>
</tr>
<tr>
<td>Consultation</td>
<td>8</td>
<td>5%</td>
</tr>
<tr>
<td>Treatment</td>
<td>4</td>
<td>2%</td>
</tr>
<tr>
<td>Other (Unspecified)</td>
<td>51</td>
<td>30%</td>
</tr>
</tbody>
</table>

Recidivism Rate for the 2001 Probation

Almost 67% (n=113) of the disciplined nurses successfully completed their 2001 probation without having additional violations during 2001-2005.
Recidivism Rate for Additional Documentation Errors

About 2% (n=4) of the disciplined nurses committed additional documentation errors during 2001-2005.

- Non-recidivism: 67%
- RecidivismDifferent violation: 31%
- RecidivismDocumentation error: 2%

When New Disciplinary Action was Issued

Over 78% (n=55) of the new disciplinary actions were issued within the first three years after the probationary action was taken.

<table>
<thead>
<tr>
<th>Year</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Additional Actions</td>
<td>12</td>
<td>12</td>
<td>12</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

Types of Additional Violations

<table>
<thead>
<tr>
<th>Type of Additional Violation</th>
<th>N</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Violating board order</td>
<td>36</td>
<td>21%</td>
</tr>
<tr>
<td>Documentation error</td>
<td>4</td>
<td>2%</td>
</tr>
<tr>
<td>Drug abuse</td>
<td>4</td>
<td>2%</td>
</tr>
<tr>
<td>Drug diversion-self</td>
<td>4</td>
<td>2%</td>
</tr>
<tr>
<td>Failure to assess</td>
<td>3</td>
<td>2%</td>
</tr>
<tr>
<td>Medication error</td>
<td>3</td>
<td>2%</td>
</tr>
<tr>
<td>Other (Unspecified)</td>
<td>18</td>
<td>11%</td>
</tr>
</tbody>
</table>
Nature of Additional Violations by 56 Recidivists

- Practice errors: 36%
- Practice errors and violating board orders: 46%
- Violating board orders only: 18%

Common Violations Committed by Disciplined Nurses during 1996-2005

<table>
<thead>
<tr>
<th>Type of Violations</th>
<th>N</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drug abuse</td>
<td>7,584</td>
<td>8%</td>
</tr>
<tr>
<td>Drug diversion-self</td>
<td>6,472</td>
<td>7%</td>
</tr>
<tr>
<td>Failure to maintain minimal Standards</td>
<td>5,742</td>
<td>6%</td>
</tr>
<tr>
<td>Violating board order</td>
<td>5,401</td>
<td>6%</td>
</tr>
</tbody>
</table>

Nurses Who Violated Board Orders

- 36 disciplined nurses violated board orders during 2001-2005: 79% (n=27) of them were female and 21% (n=7) were male
- The average age of these disciplined nurses was almost 41 years old
Nurses Who Violated Board Orders (Con’t)

- 81% (n=29) of the disciplined nurses who violated board orders committed multiple violations before their 2001 probation
- 14% (n=5) of them violated board orders more than once during 2001-2005

Additional Disciplinary Actions for Violating Board Orders

- 86% (n=31) of the disciplined nurses who violated board orders were prohibited from practice through revocation or suspension of their licenses

Recidivism by Education Requirements

Chi-square analysis shows that there is a statistically significant association between education requirements and the recidivism rate ($\chi^2=6.95$, df =1, p<.05).

- Recidivism rate with Education: 21%
- Recidivism rate without Education: 41%
Optimal Educational Components

Legal and ethical issues
Stress management
Technical training

Optimal


Summary

1. After remediation, almost 67% of the nurses disciplined for documentation errors successfully returned to safe practice.
2. Most importantly, almost 98% of them were not reported for committing additional documentation errors for up to five years post remediation.

Summary (con't)

3. Education makes a difference. There was a statistically significant association between taking education requirements and having positive remediation outcomes.
Summary (con’t)

4. 41% of the disciplined nurses without additional education requirements versus 21% of those with such requirements recidivated.

Discussion

- How to improve remediation through broader educational approaches to enhance professional ethics and responsibility?
- What else can a licensing board do to reduce the risk of recidivism?

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