REGULATORY DECISION TREE

Practice Site

Evaluate for System Failure
Were there significant circumstances involving the system which caused or contributed to the error?

Did the nurse play a role in the error?

YES → DELIBERATE HARM

NO → Did the nurse conceal the error?

YES → Report to BON

NO → Are the stories from all involved consistent?

YES → Report to BON

NO → Is there a substance use disorder or medical condition which contributed to the error?

YES → Report to BON or Refer to Employee Assistance Program

NO → Was the nurse terminated?

YES → Report to BON

NO → Is there a history of other similar or serious errors by this nurse?

YES → Counsel nurse, action plan for remediation

NO → Did the nurse play a role in the error?

NO → Board of Nursing

Evaluate for System Failure
Were there significant circumstances involving the system which contributed to the error?

Did the nurse disregard or consciously take a substantial or unjustifiable risk?

YES → ERROR

NO → Is there a history of other similar or serious errors by this nurse?

YES → Did the nurse previously receive remediation or counseling for a similar error?

YES → Bad Intent

- Disciplinary action
- Possible Law enforcement referral
- Notification to facility of any system errors uncovered during investigation

NO → Reckless

- Disciplinary action
- Required supervision /mentoring
- Focused remediation

NO → At Risk

- Improved supervision /mentoring
- Focused remediation
- Possible reprimand

NO → Human Error

- Consider focused remediation if warranted

YES → Facility should provide BON with action plan for system and nurse error

NO → Facility and nurse should collaborate to provide BON with action plan for system and nurse error

NO → Facility and nurse should collaborate to provide BON with action plan for system and nurse error