



STATE OF MAINE  
 BOARD OF NURSING  
 158 STATE HOUSE STATION  
 AUGUSTA, MAINE  
 04333-0158

ANGUS S. KING, JR.  
 GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.  
 EXECUTIVE DIRECTOR

IN RE: **DOLORES WELCH, R.N.** ) **CONSENT AGREEMENT**  
 of Dexter, Maine ) **FOR PROBATION WITH**  
 License #040000 ) **CONDITIONS**

**INTRODUCTION**

This document is a Consent Agreement regarding Dolores Welch's license to practice registered professional nursing in the State of Maine. The parties enter into this Agreement pursuant to 10 M.R.S.A. § 8003(5)(A-1)(4), 10 M.R.S.A. § 8003(5)(B), and 32 M.R.S.A. § 2105-A(1-A)(B). The parties to this Consent Agreement are Dolores Welch ("Licensee"), Maine State Board of Nursing ("Board") and the Department of Attorney General, State of Maine. The parties reached this Agreement following an informal conference held on June 27, 2001 based on information submitted by Eastside Rehabilitation and Living Center ("ERLC") dated February 2, 2001 and information submitted by Bangor Area Visiting Nurses("BAVN") dated May 1, 2001.

**FACTS**

1. Dolores Welch has been a registered professional nurse licensed by the Board to practice in Maine since 1996.
2. Dolores Welch removed staples from a patient at BAVN using an improper procedure that caused pain to a patient. In addition Ms. Welch could not demonstrate the correct procedure after the incident occurred.
3. Dolores Welch failed to follow the policies and procedures at BAVN and the medical doctor's orders in regards to flushing a patient's central line and drawing labs from the central line.
4. Dolores Welch failed to follow BAVN's policies regarding the use of technical resources in resolving health equipment issues during home visits.
5. Dolores Welch was terminated by BAVN on April 24, 2001 because of her inability to perform primary job functions in accordance with standards set forth by BAVN.



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OFFICES LOCATED AT: 24 STONE ST., AUGUSTA, ME  
 PHONE: (207) 287-1133

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6. On several occasions while employed at ERLC Dolores Welch requested the assistance of other nurses to perform nursing care to her patients. The requested nursing care was not done and Ms. Welch failed to follow up to determine what was done or whether the requested nursing care was performed. Subsequently patients did not receive the care they required.
7. While employed at ERLC, Ms. Welch made a combination of medication errors between December 18, 2000 and January 31, 2001, consisting of eight omissions and one dosage error. Ms. Welch was terminated from ERLC on January 31, 2001

**AGREEMENT**

8. Dolores Welch agrees and understands that the conduct alleged constitutes grounds for discipline under 32 M.R.S.A. § 2105-A(2)(E), (2)(F) and (2)(H) and Chapter 4(1)(A)(5)(a) & (b) and (4)(3)(F), (3)(H) and (4)(K) of the Maine State Board of Nursing Rules.
9. Dolores Welch's license to practice registered professional nursing is placed on a probationary status with conditions for a period of two years of nursing employment. The conditions of probation are as follows:
  - a. Dolores Welch will notify any and all of her nursing employers of the terms of this Consent Agreement and shall provide them with a copy of it. For purposes of this Consent Agreement, nursing employment is any employment during which Ms. Welch performs nursing services or holds herself out as a nurse such as through the designation "R.N."
  - b. Dolores Welch will immediately notify the Board in writing of any employment in the field of nursing, including the place and position of employment and of any change in nursing employment.
  - c. Dolores Welch will arrange for and ensure the submission to the Board of quarterly reports addressing her job performance from her nursing employer(s).

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10. Dolores Welch understands and agrees that her license will remain on probationary status and subject to the terms of this Agreement until and unless the Board, at Ms. Welch's request, votes to terminate Ms. Welch's probation.

If, at the conclusion of the two year period of probation, Ms. Welch demonstrates that she has complied with the terms and conditions of this Consent Agreement, the Board will vote to terminate the period of probation. If the Board concludes that the terms and conditions of this Consent Agreement have not been fulfilled, The Board may continue the probationary period or take disciplinary action as authorized by law.

11. The Board agrees to take no further disciplinary action upon these facts so long as Ms. Welch fully complies with the terms and conditions of this Consent Agreement.
12. Dolores Welch understands and agrees that this document imposes discipline regarding her license to practice registered professional nursing in the State of Maine. Ms. Welch understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering into this Consent Agreement.
13. Dolores Welch affirms that she executes this Consent Agreement of her own free will.
14. Modification of this Consent Agreement must in writing and signed by all the parties.
15. This Consent Agreement is not subject to appeal or review by the Licensee but may be enforced by an action in the Superior Court.

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16. This Consent Agreement becomes effective upon the date of the last necessary signature below.


I, DOLORES WELCH, R.N., HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, WITHOUT ANY THREAT OR PROMISE. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.

DATED: 7/10/01

  
DOLORES WELCH, R.N.

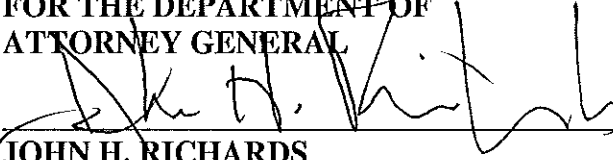
FOR THE MAINE STATE  
BOARD OF NURSING

DATED: July 11, 2001

  
MYRA A. BROADWAY, J.D., M.S., R.N.  
Executive Director

FOR THE DEPARTMENT OF  
ATTORNEY GENERAL

DATED: July 12, 2001

  
JOHN H. RICHARDS  
Assistant Attorney General

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