

IN THE MATTER OF
BRIDGET K. HASLAM, PA-C

Respondent

License Number: C04905

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BEFORE THE
MARYLAND STATE
BOARD OF PHYSICIANS
Case Number: 2016-0858A

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CONSENT ORDER

On May 2, 2017, Disciplinary Panel A (“Panel A”) of the Maryland State Board of Physicians (“the Board”) charged **BRIDGET K. HASLAM, PA-C** (“the Respondent”), License Number C04905, with violations of the Maryland Physician Assistants Act (“the Act”), Md. Code Ann., Health Occ. II (“Health Occ. II”) §§ 15-101 *et seq.* (2014 Repl. Vol., 2016 Supp.). Specifically, Panel A charged the Respondent with violating the following provisions of Health Occ. II § 15-314:

- (a) *Grounds.* – Subject to the hearing provisions of § 15-315 of this subtitle, a disciplinary panel, on the affirmative vote of a majority of the quorum, may reprimand any physician assistant, place any physician assistant on probation, or suspend or revoke a license if the physician assistant:
 - ...
 - (3) Is guilty of: . . .
 - (ii) Unprofessional conduct in the practice of medicine; [and]
 - ...
 - (41) Performs delegated medical acts beyond the scope of the delegation agreement filed with the Board or after notification from the Board that an advanced duty has been disapproved[.]

On August 9, 2017, Panel A was convened as a Disciplinary Committee for Case Resolution (“DCCR”) in this matter. Based on negotiations occurring as a result of the DCCR, the Respondent agreed to enter into this Consent Order, consisting of Findings of Fact, Conclusions of Law, and Order.

FINDINGS OF FACT

Panel A makes the following Findings of Fact:

1. The Respondent was and is a physician assistant licensed in the State of Maryland. She was initially licensed in Maryland on October 3, 2012. Her Maryland license is current and is scheduled to expire on June 30, 2019.

2. At all relevant times, the Respondent was employed as a physician assistant at a private orthopedic surgery practice ("Practice A") in Maryland. An orthopedic surgeon ("Physician A") and the owner of Practice A was and is the Respondent's supervising physician.

3. At all relevant times, the Respondent and Physician A maintained clinical privileges at a hospital ("Hospital A") in Maryland.

4. On April 21, 2016, the Board received a Mandated 10-Day Report (the "Report") from Hospital A stating that on April 11, 2016, the Respondent's clinical privileges were summarily suspended for one (1) day as a precautionary measure.¹ The Report further stated that the summary suspension resulted from "receipt of reliable information that [the Respondent] performed an irrigation and debridement of posterior thoracolumbar spine and removal of hardware consisting of bilateral pedicle screws and spanning rods on March 31, 2016, which was determined to be outside the scope of her Delegation Agreement."

5. The Report also stated that the Respondent reportedly performed the procedure under Physician A's direction.

6. Hospital A lifted the suspension on April 12, 2016 with the requirement that the Respondent be "further counseled regarding compliance with her delegation agreement."

7. Thereafter, the Board initiated an investigation.

¹ Hospital A also summarily suspended Physician A's clinical privileges and reported the same to the Board (Companion Case Number: 2016-0857A).

8. By letter dated May 2, 2016, the Board notified the Respondent of its investigation and requested a written response, which it received on June 13, 2016.

9. In her written response, the Respondent stated that she disagreed with Hospital A's position that she exceeded the scope of her Delegation Agreement.

10. On September 12, 2016, the Board interviewed Hospital A's Chief of Surgery ("Physician B"). Physician B stated that on May 14, 2015, he spoke informally with the Respondent and Physician A regarding the Respondent performing acts outside the scope of her Delegation Agreement.

11. Physician B memorialized his conversation with the Respondent and Physician A in handwritten notes. Physician B documented the following:

After the meeting I spoke with [Physician A] and [the Respondent], his PA, about the about [sic] of work he is allowing her to do independently. I emphasized that she's acting outside the scope of practice and can lose her license if this is reported. I indicated to [Physician A] that his continued participation in this practice may jeopardize his medical license. After some bantering about it, he agreed to abide by this.

12. On October 11, 2016, Board staff interviewed the Respondent under oath.

13. The Respondent stated that "a few months prior" to the case on March 31, 2016, she and Physician A had an "unofficial meeting" with Physician B, during which Physician B reminded Physician A of his duty to scrub in for cases.

14. The Respondent stated that she and Physician A agreed that in the future Physician A would scrub in on all cases with the Respondent.

15. However, the Respondent stated that Physician A did not scrub in on the procedure she performed on March 31, 2016. The Respondent performed the procedure on her own.

16. On February 2, 2017, Board staff interviewed Physician A under oath.

17. Physician A confirmed that he did not scrub in for the case on March 31, 2016.²

18. Physician A stated that he never made the patient aware that he would not be scrubbing in or that the Respondent would perform the case on her own.

19. During his interview with Board staff, Physician A stated that on a previous occasion, Physician B counseled him and the Respondent regarding his failure to scrub in on procedures. Physician A stated that Physician B only asked that “an attending,” not necessarily Physician A, scrub in on all procedures with the Respondent. Physician A reasoned that because Physician C had scrubbed in on the case, he did not have to scrub in as well.

20. On November 10, 2016, the Respondent provided a supplemental response to the Board. In her supplemental response, the Respondent stated that she felt that “the procedure at issue was not one that should be regarded as an ‘advanced procedure’ in that it did not demand skills that she was not trained to use.” Furthermore, the Respondent stated that her Delegation Agreement with Hospital A included “far more extensive procedures” than the one in question.

21. The Respondent’s Delegation Agreement on file with the Board includes the following delegated medical acts: “Conduct histories and physical, interpret and evaluate patient data, interpret and evaluate imaging studies, first assist in surgery, hospital rounding.” The Delegation Agreement does not include any advanced duties.

22. Hospital A provided a list of the Respondent’s approved advanced duties for the period of January 1, 2015 through December 31, 2016. The list does not include the removal of hardware from the spine.

² A plastic surgeon (“Physician C”) was present for a portion of the case. On April 14, 2016, the Respondent added Physician C as an alternating supervising physician on her Delegation Agreement.

CONCLUSIONS OF LAW

Based on the forgoing Findings of Fact, Disciplinary Panel A of the Board concludes as a matter of law that the Respondent is guilty of unprofessional conduct in the practice of medicine, in violation of Md. Code Ann., Health Occ. II § 15-314(a)(3)(ii), and performing delegated medical acts beyond the scope of the delegation agreement filed with the Board, in violation of Health Occ. II § 15-314(a)(41).

ORDER

It is, on the affirmative vote of a majority of the quorum of Board Disciplinary Panel A, hereby

ORDERED that the Respondent is **REPRIMANDED**; and it is further

ORDERED that the Respondent is placed on **PROBATION**³ for a minimum period of **TWELVE (12) MONTHS**, to begin on the effective date of this Consent Order. During the probationary period, the Respondent shall comply with all of the following probationary terms and conditions:

1. Within **SIX (6) MONTHS**, the Respondent shall successfully complete a Board disciplinary panel-approved course in medical ethics. The panel will not accept a course taken over the Internet. The course may not be used to fulfill the continuing medical education credits required for license renewal. The Respondent must provide documentation to the panel that she has successfully completed the course.
2. Within **SIX (6) MONTHS**, the Respondent shall successfully complete a Board disciplinary panel-approved course in professional boundaries specific to physician assistants. The panel will not accept a course taken over the Internet. The course may not be used to fulfill the continuing medical education credits required for license renewal. The Respondent must provide documentation to the panel that she has successfully completed the course.
3. During the entire probationary period, the Respondent shall consult with a panel-approved peer mentor who is licensed as a physician assistant in the State of Maryland. **Within THIRTY (30) DAYS**, the Respondent shall submit to Panel A the name and professional credentials of the physician assistant peer mentor she is offering for panel approval. Following panel

³ If the Respondent's license expires while the Respondent is on probation, the probationary period and any probationary conditions will be tolled.

approval, the Respondent and the peer mentor shall discuss Maryland law and regulations pertaining to physician assistants, the scope of practice as set forth in a Board-approved delegation agreement, and professional judgment appropriate to physician assistant practice and supervision by a physician under a Board-approved delegation agreement. The discussions shall not include clinical issues.

4. The peer mentor shall submit **quarterly** reports to the panel detailing the regulatory issues discussed, the Respondent's progress and her understanding of the law and regulations that apply to her practice as a physician assistant in this State.
5. The Respondent has the sole responsibility for ensuring that the peer mentor submit the quarterly reports in a timely manner; and it is further

ORDERED that the Respondent shall obtain prior Board approval in a delegation agreement filed with the Board before performing any advanced duty in any setting in her practice as a physician assistant; and it is further

ORDERED that if the Respondent allegedly fails to comply with any term or condition of probation or this Consent Order, the Respondent shall be given an opportunity for a hearing. If there is a genuine dispute as to a material fact, the hearing shall be before an Administrative Law Judge of the Office of Administrative Hearings. If there is no genuine dispute as to a material fact, the Respondent shall be given a show cause hearing before the Board or Panel A; and it is further

ORDERED that, after the appropriate hearing, if the Board or Panel A determines that the respondent has failed to comply with any term or condition of probation or this Consent Order, the Board or Panel A may reprimand the Respondent, place the Respondent on probation with appropriate terms and conditions, or suspend or revoke the Respondent's license to practice medicine as a physician assistant in Maryland. The Board or Panel A may, in addition to one or more of the sanctions set forth above, impose a civil monetary fine upon the Respondent; and it is further

ORDERED that the Respondent is responsible for all costs incurred in fulfilling the condition of this Consent Order; and it is further

ORDERED that there is no early termination of probation; and it is further

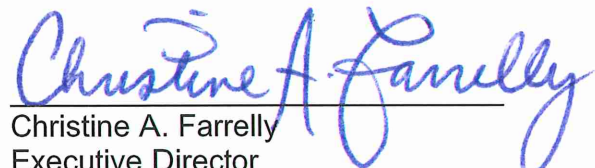
ORDERED that after **TWELVE (12) MONTHS**, the Respondent may submit a written petition to the Board or Panel A requesting termination of probation. After consideration of the petition, the probation may be terminated through an order of the Board or Panel A. The Respondent may be required to appear before the Board or Panel A to discuss her petition for termination. The Board or Panel A will grant the petition to terminate the probation if the Respondent has complied with all of the probationary terms and conditions and there are no pending complaints related to the charges; and it is further

ORDERED that the Respondent shall comply with the Maryland Physician Assistants Act, Md. Code Ann., Health Occ. II § 15-101 - § 15-502, and all laws and regulations governing the practice of medicine as a physician assistant in Maryland; and it is further

ORDERED that unless stated otherwise in the order, any time period prescribed in this order begins when the Consent Order goes into effect. The Consent Order goes into effect upon the signature of the Board's Executive Director, who signs on behalf of Panel A; and it is further

ORDERED that this Consent Order is a public document pursuant to Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* (2014 & Supp. 2015).

August 31, 2017
Date


Christine A. Farrelly
Executive Director
Maryland State Board of Physicians

CONSENT

I, Bridget K. Haslam, PA-C, acknowledge that I have had the opportunity to consult with counsel before signing this document. By this Consent, I agree and accept to be bound by this Consent Order and its conditions and restrictions. I waive any rights I may have had to contest the Findings of Fact, Conclusions of Law, and Order.

I acknowledge the validity to this Consent Order as if entered into after the conclusion of a formal evidentiary hearing in which I would have had the right to counsel, to confront witnesses, to give testimony, to call witnesses on my own behalf, and to all other substantive and procedural protections as provided by law. I acknowledge the legal authority and the jurisdiction of Disciplinary Panel A to initiate these proceedings and to issue and enforce this Consent Order. I also affirm that I am waiving my right to appeal any adverse ruling of Disciplinary Panel A that might have followed any such hearing.

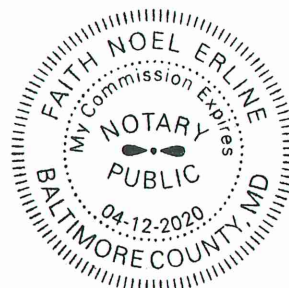
I sign this Consent Order after having had an opportunity to consult with counsel, without reservation, and I fully understand and comprehend the language, meaning, and terms of this Consent Order. I voluntarily sign this Consent Order, and understand its meaning and effect.

8/30/17
Date

Bridget K. Haslam, PA-C
Bridget K. Haslam, PA-C
Respondent

Read and approved:

[Signature]
Marisa Trasatti, Esq.
Counsel for the Respondent



NOTARY

STATE OF Maryland

CITY/COUNTY OF Carroll County

I HEREBY CERTIFY that on this 30 day of August,
2017, before me, a Notary Public of the foregoing State and City/County, did personally
appear Bridget K. Haslam, PA-C, and made an oath in due form of law that signing the
foregoing Consent Order was his voluntary act and deed.

AS WITNESSETH my hand and notary seal.



Melanie Williams

Notary Public

My Commission Expires: 4-13-21