

# OSBN Supervisor/Worksite Monitor Post-Test Instructions

1. Complete the review of all slides.
2. Print off the post-test and answer all questions.
3. Print your full name, license type (RN, LPN, etc.), license number, the name of your organization, and the name of your supervisor, your supervisor's e-mail at work.
4. The post-test can be sent via email or fax:  
Email to: [leslie.kilborn@osbn.oregon.gov](mailto:leslie.kilborn@osbn.oregon.gov)  
Fax to: 971-673-0683. Attention: Compliance Department
5. A passing score of 80% is required. Board staff will score your test and keep the results on file at the Board office.
6. If you meet the passing score requirement your name will be added to our approved worksite monitor roster. Your supervisor will be sent an e-mail that you are an approved worksite monitor. Your name will be maintained on this roster until you or your supervisor request to remove it. If you leave your current employment and are willing to serve as a worksite monitor in your new facility you do not need to retake this test simply update your employer information on the Board's website.
7. If you do not meet the post-test requirements, your supervisor will be sent an email indicating you are not an approved worksite monitor. You and your supervisor may then determine next steps which could include retaking and resubmitting the post-test. There are no maximum limits on the number of times the post-test may be taken.
8. Supervisors who do not take the education or pass the post-test may not accept a nurse in a return to work agreement.

# OSBN Supervisor/Worksite Monitor Post Test

*Please circle correct answers below.*

1. You are asked by your supervisor to be a worksite monitor for a nurse returning to work under a monitored practice agreement or Board ordered monitored practice. You can:
  - a. Refuse the assignment.
  - b. Accept the assignment, agree to it in writing, and take the Board approved course for worksite monitoring.
  - c. Agree to the assignment, since you know the nurse well no further education in worksite monitoring is required.
  - d. Agree to the assignment and let the supervisor inform you about the requirements for monitoring.
  - e. The first two options are correct.
  
2. You are a worksite monitor for a nurse returning to work. The next shift is short staffed. The house supervisor is requesting volunteers to work an extra shift. The nurse you are monitoring volunteers to work the next shift which will place him in overtime. What do you do?
  - a. The monitored nurse is responsible for knowing the requirements of their practice agreement, therefore you do not intervene.
  - b. Let the nurse work because safe staffing takes a priority over everything else.
  - c. Remind the nurse of his return to work agreement prohibiting overtime, if he insists on working the extra shift, report this to your manager as soon as possible.
  
3. You are the worksite monitor for a nurse returning to work after a diagnosis of substance use disorder. The nurse failed to recognize patient deterioration resulting in the transfer of the patient to a higher level of care. The monitored nurse did not request your assistance in assisting them with their patient care assignment.
  - a. As the monitor for this nurse, you should have also assessed the patients in the nurse's assignment to determine their stability therefore you, as the worksite monitor, are equally accountable to have recognized the deterioration.
  - b. During the shift you determined that the nurse was working under the conditions of the return to work agreement, saw no signs of impairment therefore your accountability as a worksite monitor have been fulfilled.
  
4. As a worksite monitor you have taken the Board approved course for worksite monitor.
  - a. You now have all the information needed to appropriately act as a worksite monitor.
  - b. In addition to the training I need to be aware of the information contained in Division 70 of the Nurse Practice Act.
  - c. Depend on your manager for any additional information you need.
  
5. You are monitoring a nurse who is returning to work after a performance issue where the nurse made a medication error causing the death of a patient. What are your responsibilities as a worksite monitor?
  - a. Monitor the nurse as per the requirements of the return to work agreement, which could include verifying all medications, controlled access to opioids or other medication administration related activities.
  - b. Determine, based upon your assessment of the nurse, the extent of the required monitoring, this may include thinking that you should assess all of the monitored nurse's patients.
  - c. Have your supervisor determine the extent of required monitoring and follow the supervisor's directions.

6. As the worksite monitor, at what point should you contact the HPSP agreement monitor or the OSBN probation monitor?
  - a. When you observe the monitored nurse has developed a pattern of documentation problems.
  - b. When a patient has been harmed as a result of the monitored nurse's actions.
  - c. When you notice the monitored nurse exhibiting changes in behavior.
  - d. When a patient complains of increased pain, or that he/she isn't receiving their pain medications as scheduled.
  - e. All of the above.
  - f. The first two options are correct.
  
7. The monitored nurse work under the worksite monitor's license.
  - a. True
  - b. False

**In addition to the previous 5 questions, all direct supervisors of nurses returning to work for monitored practice must answer the questions below:**

8. The workplace supervisory report must be completed:
  - a. According to the supervisor's observations because only a supervisor can truly assess performance.
  - b. With input from the worksite monitor since a worksite monitor is in a position to directly observe the monitored nurse.
  - c. Have the worksite monitor submit the report because the monitored nurse and the worksite monitor work nights and supervisor works days.
  
9. If no observation is possible as per the requirements of Division 70:
  - a. The supervisor should work with HR to determine options since monitored work is a requirement of the return to work plan.
  - b. The supervisor can agree to the nurse returning to work and hope that the nurse understands that they just need to abide by the monitoring requirements.
  - c. The supervisor should use any available surveillance footage to check the monitored nurse's work.
  
10. Knowledge of the return to work agreement is on a "need to know basis". How would a supervisor determine "need to know"?
  - a. Working with HR, assess the environment and determine who could make a request of the nurse to act beyond the return to work agreement which could include off shift supervisors, other staff who are subject to floating when floating is specifically prohibited by the return to work agreement, etc.
  - b. You cannot let anyone know and just deal with the consequences after an incident occurs.
  - c. Everyone who works a shift with the monitored nurse needs to know.

**Full name** of Individual Completing this Test: \_\_\_\_\_ **Date Test taken:** \_\_\_\_\_

**License Type:** \_\_\_\_\_ **License number:** \_\_\_\_\_

**Name of organization/facility where monitoring will take place:** \_\_\_\_\_

**Name of Supervisor who will be submitting the monitoring reports:** \_\_\_\_\_

**Supervisor's e-mail:** \_\_\_\_\_

**Version: July 2016. Revised: January 2022.**