

Supporting a Culture of Safety While Complying with Texas Board of Nursing Requirements

DFW Hospital Council Foundation Patient Safety Summit

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Objectives

1. Describe key Texas Board of Nursing expectations related to patient safety, accountability, and regulatory reporting
2. Identify leadership strategies that promote transparency, psychological safety, and learning while maintaining regulatory compliance
3. Discuss how peer review, event reporting, and leadership communication can support both patient safety and professional accountability

What the Texas BON expects leaders to anchor to

A culture of safety does not replace regulatory accountability. It supports a better, more objective review process.

Standards of Practice

- Know and follow the NPA and BON rules
- Promote a safe environment
- Document accurately and completely
- Clarify orders when needed
- Comply with mandatory reporting

Unprofessional Conduct

- Unsafe practice or delegation
- Conduct that may endanger safety
- Falsification or improper documentation
- Boundary violations, abuse, diversion
- Actual harm does not need to occur

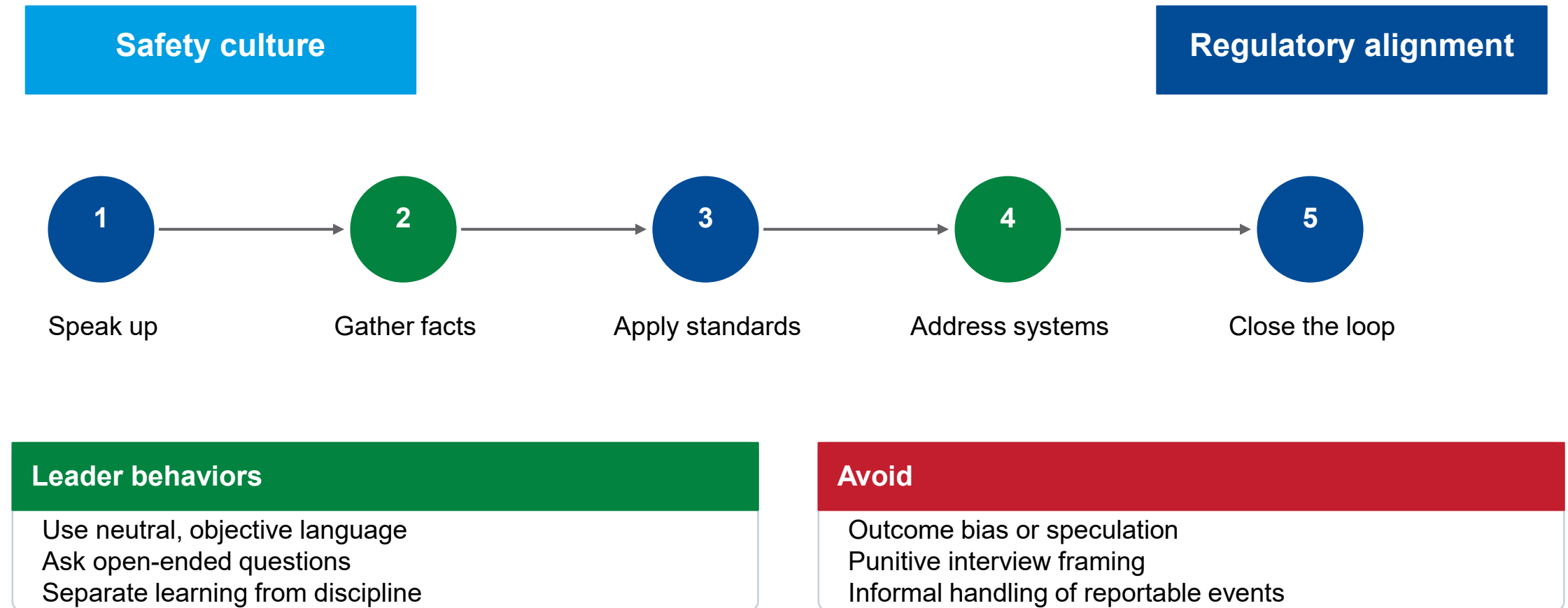
Minor Incidents

- Evaluate nurse conduct
- Assess remediation and completion
- Identify system factors
- Document and monitor
- Escalate when criteria are met

Leadership takeaway: Use a structured, fact-based review. Do not minimize reportable conduct, but do not treat every error as reportable when local remediation and peer review are appropriate.

Balancing psychological safety with regulatory compliance

The safest review process is both supportive and disciplined.



A practical leader pathway

Use one consistent process for peer review, event reporting, and leadership communication.

- 1 Recognize concern** Clarify whether the concern is practice-related, system-related, HR-related, or mixed.
- 2 Protect patient and preserve facts** Address immediate safety needs and gather objective documentation.
- 3 Apply the BON framework** Review applicable rules, policy, expected practice, and patient safety impact.
- 4 Route correctly** Use local remediation, Nursing Peer Review, BON reporting, patient safety review, HR, or combined action as appropriate.
- 5 Document and close the loop** Record the decision, remediation, follow-up, and system actions.

Suggested leader language: “We are reviewing this event to understand what happened, what supported or limited safe care, and what action is required by policy and regulation.”

Key references



- Texas Board of Nursing. Nursing Practice Act and rules.
- Texas Administrative Code, Title 22, Part 11, Chapter 217, §217.11: Standards of Nursing Practice.
- Texas Administrative Code, Title 22, Part 11, Chapter 217, §217.12: Unprofessional Conduct.
- Texas Administrative Code, Title 22, Part 11, Chapter 217, §217.16: Minor Incidents.
- Texas Board of Nursing. Nursing Peer Review FAQ, including incident-based and safe harbor nursing peer review.
- UT Southwestern Medical Center. HSO-301 Incident-Based Nursing Peer Review and Safe Harbor. Internal policy reference.

Closing point: A learning culture and disciplined regulatory follow-through are both patient safety practices.