



COMMONWEALTH of VIRGINIA

David E. Brown, D.C.
Director

Department of Health Professions

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Virginia Board of Nursing
Jay P. Douglas, MSM, RN, CSAC, FRE
Executive Director

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NOTICE OF INFORMAL CONFERENCE

July 9, 2015

Sinead Eastman, R.N.
13125 Meridian Place
Carrollton, Virginia 23314

CERTIFIED MAIL
9414 7266 9904 2003 2467 18

Re: VA License No.: 0001-243564
Expiration Date: December 31, 2015

Dear Ms. Eastman:

This is official notification that an informal conference will be held pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended (“Code”), on **August 17, 2015 at 10:30 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia 23233. You may be represented by an attorney at the conference. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code.

The Special Conference Committee (“Committee”), which is comprised of at least two members of the Virginia Board of Nursing (“Board”), will inquire into allegations that you may have violated certain laws and regulations governing the practice of professional nursing in Virginia.

Specifically, during the course of your employment with Sentara Norfolk General Hospital, Norfolk, Virginia, in November 2014, you may have violated you may have violated § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(f) of the Regulations Governing the Practice of Nursing in that:

1. On approximately ten occasions, you pulled all prescribed medications, including PRN medications, for your patients from the Omnicell dispensing system at the beginning of your shift, and failed to identify the medications by patient name. You carried medications for several hours before administering them, and you failed to return medications that you had not administered until the end of your shift.

2. On or about November 8, 2014, at approximately 2145, you pulled and one tablet of Percocet (oxycodone/acetaminophen, C-II) for Patient A, but you failed to document administration, wastage, or return of the Percocet tablet.
3. On or about November 9, 2014:
 - a. At approximately 0410, you pulled two tablets of Percocet for Patient B. You documented administering one tablet and failed to document administration, wastage, or return of the second tablet.
 - b. At approximately 0315, you pulled 1mg of Dilaudid (hydromorphone, C-II) for Patient C but failed to document the administration, wastage, or return of this medication.
4. On or about November 13, 2014:
 - a. At approximately 2215, you pulled two tablets of Percocet for Patient D but failed to document administration, wastage, or return of this medication.
 - b. At approximately 1959, you pulled Dilaudid 1mg for Patient E but failed to document administration, wastage, or return of this medication.
5. On or about November 14, 2014, at approximately 0108, you documented administering two tablets of Percocet to Patient F, but there was no record that you actually pulled this medication for this patient.
6. On or about November 25, 2014, at approximately 2332, you pulled two tablets of Percocet for Patient G, but you failed to document administration, wastage, or return of this medication.
7. On or about November 26, 2014, at approximately 0411, you documented administering two tablets of Percocet to Patient H, but there was no record that you actually pulled this medication for this patient.

Please see Attachment I for the names of the patients referred to above.

In its deliberations, the Committee may use the Sanction Reference Points System, as contained in the Sanction Reference Manual. The manual, which is a guidance document of the Board, may be accessed at <http://www.dhp.virginia.gov/nursing>. Please click on *Guidance Documents*, then select #90-7. You may also request a paper copy from the Board office by calling (804) 367-4515.

After the informal conference, the Committee is authorized by § 54.1-2400(10) of the Code to take any of the following actions:

- If the Committee finds that there is insufficient evidence to warrant further action or that the charges are without foundation, the Committee shall notify you by mail that your record has been cleared of any charge which might affect your right to practice nursing in the Commonwealth;

- The Committee may place you on probation for such time as it may designate and subject to such terms and conditions as it may deem appropriate;
- The Committee may reprimand you;
- The Committee may modify a previous order; or
- The Committee may impose a monetary penalty.

Further, the Committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Committee is of the opinion that suspension or revocation may be justified, the Committee may offer you a Consent Order for suspension or revocation in lieu of a formal hearing.

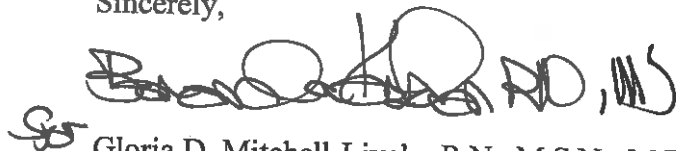
If you fail to appear at the informal conference, the Committee may proceed to hear the case in your absence and may take any of the actions outlined above. At least ten days prior to the scheduled date of the conference, please inform this office at (804) 367-4515, or in writing at the address listed above, of your telephone number and whether you intend to appear at the informal conference.

To facilitate this proceeding, you should submit five copies of any documents you wish the Committee to consider to the Department of Health Professions, Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, by August 12, 2015. Your documents may not be submitted by facsimile or email.

You have the right to the information on which the Board will rely in making its decision. Therefore, I have enclosed a copy of the documents that will be distributed to the members of the Committee and will be considered by the Committee when discussing any allegations with you and when deliberating on your case. **These documents are enclosed only with the original notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice, can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Sincerely,



Gloria D. Mitchell-Lively, R.N., M.S.N., M.B.A.
Deputy Executive Director

GML/dt

Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division
Special Conference Committee Members
Patricia Harte-Byers, Senior Investigator (Case no. 160574)