

BEFORE THE VIRGINIA BOARD OF NURSING

IN RE: **OLIVIA HOLALI AGBAM, R.N.**  
**License Number: 0001-259866**  
**Case Number: 172328**

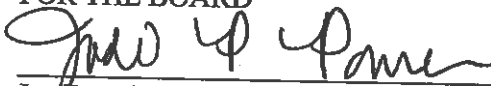
**RATIFICATION AND ORDER**

On March 22, 2017, a panel of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Olivia Holali Agbam, R.N., was not present nor was she represented by legal counsel.

In consideration whereof, the Board of Nursing ACCEPTS the attached Recommended Findings of Fact and Conclusions of Law of the Agency Subordinate and ADOPTS the Recommended Order in its entirety.

Pursuant to Virginia Code § 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record, and shall be made available for public inspection and copying upon request.

Pursuant to Virginia Code § 54.1-2400(10), Ms. Agbam may, not later than 5:00 p.m., on May 1, 2017, notify Jay Douglas, Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that she desires a formal administrative hearing before the Board. Upon the filing with the Executive Director of a request for the hearing, this Order shall be vacated.

FOR THE BOARD  
  
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Jay Douglas, M.S.M, R.N., C.S.A.C., F.R.E.  
Executive Director  
Virginia Board of Nursing

ENTERED AND MAILED ON:

March 29, 2017

This Order shall become final on May 1, 2017, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By   
Virginia Board Of Nursing

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**REPORT AND RECOMMENDATION OF AGENCY SUBORDINATE**

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**Jurisdiction and Procedural History**

Pursuant to Virginia Code §§ 2.2-4019 and 54.1-2400(10), Allison Gregory, M.S., R.N., F.N.P.-B.C., serving as Agency Subordinate of the Virginia Board of Nursing (“Board”), held an informal conference on January 12, 2017 in Henrico County, Virginia, to inquire into evidence that Olivia Holali Agbam, R.N., may have violated certain laws and regulations governing the practice of professional nursing in the Commonwealth of Virginia.

Ms. Agbam appeared at this proceeding and was not represented by legal counsel.

Upon consideration of the evidence, the Agency Subordinate makes the following Findings of Fact and Conclusions of Law and recommends that the Board adopt the following Order.

**Notice**

By letter dated December 14, 2016, the Board sent a Notice of Informal Conference (“Notice”) to Ms. Agbam notifying her that an informal conference would be held on January 12, 2017. The Notice was sent by certified and first class mail to the legal address of record on file with the Board.

**Recommended Findings of Fact and Conclusions of Law**

1.     Olivia Holali Agbam, R.N., was issued License Number 0001-259866 to practice professional nursing on July 9, 2015, which is scheduled to expire on May 31, 2017. At all times relevant to the findings herein, said license was in full force and effect. Her primary state of residence is Virginia.

2. Ms. Agbam violated Virginia Code § 54.1-3007(2) and (5) and 18 VAC 90-20-300(A)(2)(e) of the Regulations Governing the Practice of Nursing (currently found at 18 VAC 90-19-230(A)(2)(e), effective February 24, 2017) in that as part of her application process for employment with Sentara Healthcare in January 2016, Ms. Agbam falsified professional reference documents in connection with her performance with previous employers. Specifically, by her own admission at the informal conference, Ms. Agbam directed personal friends who were not healthcare professionals and with whom she had never worked to prepare and submit skill surveys that were to be prepared by references she had identified on her application.

3. One of Ms. Agbam's friends submitted the skill survey and reference under the name of a former supervisor of Ms. Agbam. The second friend submitted a reference under her own name pretending to be a former manager of Ms. Agbam. Both completed the references using Ms. Agbam's home computer and with her knowledge.

4. Sentara Healthcare terminated the employment process with Ms. Agbam after its computer system identified that Ms. Agbam's references had been submitted electronically from the same IP internet address she had used to submit her application.

5. Ms. Agbam has been employed with Bon Secours Maryview since July 2016. She stated that Bon Secours did not require references of her. Bon Secours was not aware of the incident with Sentara Healthcare and was not aware of the investigation or informal conference involving Ms. Agbam. Bon Secours did not require references of her because she had a previous application on file.

6. Ms. Agbam had difficulty articulating why what she had done was wrong, and only after prompting by the Agency Subordinate did she appear to understand the significance of her fraudulent activity.


### **Recommended Order**

Based on the foregoing Findings of Fact and Conclusions of Law, the Agency Subordinate recommends that the Board issue an Order as follows:

1. Olivia Holali Agbam, R.N., is REPRIMANDED.
2. Within 60 days of the entry of this Order, Ms. Agbam shall provide the Board with evidence that she has completed the following NCSBN online courses: *Professional Accountability and Legal Liability for Nurses* and *Righting a Wrong: Ethics and Professionalism in Nursing*. Continuing education obtained through compliance with this term shall not be used toward licensure renewal.
3. Ms. Agbam shall comply with all laws and regulations governing the practice of professional nursing in the Commonwealth of Virginia.
4. Any violation of the foregoing terms and conditions of this Order or any statute or regulation governing the practice of professional nursing shall constitute grounds for further disciplinary action.

Reviewed and approved on February 26, 2017  
By Allison Gregory, M.S., R.N., F.N.P.-B.C.  
Agency Subordinate

Certified True Copy

By   
Virginia Board Of Nursing