

BEFORE THE VIRGINIA BOARD OF NURSING

IN RE: TAMMIE LEIGHANN TURNER SLAUGHTER, C.N.A.
Certificate Number: 1401-170346
Expiration Date: November 30, 2016
Case Number: 169846

**NOTICE OF INFORMAL CONFERENCE BEFORE AN AGENCY SUBORDINATE
AND STATEMENT OF ALLEGATIONS**

You are hereby notified that an informal conference has been scheduled before an Agency Subordinate of the Board of Nursing (“Board”) regarding your certificate to practice as a nurse aide in the Commonwealth of Virginia.

TYPE OF PROCEEDING:	This is an informal conference before an Agency Subordinate of the Board.
DATE AND TIME:	December 13, 2016 at 10:30 a.m.
PLACE:	Virginia Department of Health Professions Perimeter Center - 9960 Mayland Drive 2 nd Floor - Virginia Conference Center Henrico, Virginia 23233

LEGAL AUTHORITY AND JURISDICTION:

1. This informal conference is being held pursuant to Virginia Code §§ 2.2-4019 and 54.1-2400(10). This proceeding will be convened as a public meeting pursuant to Virginia Code § 2.2-3700.

2. After consideration of all information, the Agency Subordinate is authorized to take any of the following actions:

- If the Agency Subordinate finds that there is insufficient evidence to warrant further action or that the charges are without foundation, notify you by mail that your record has been cleared of any charge which might affect your right to practice as a nurse aide in the Commonwealth;
- Recommend findings of fact, conclusions of law and a sanction, to include a reprimand, placing you on probation with terms, suspension or revocation of your certificate, or imposing a monetary penalty pursuant to § 54.1-2401 of the Code.

Further, the Agency Subordinate may refer this matter for a formal administrative proceeding pursuant to Virginia Code § 2.2-4020.

Board's Review of Agency Subordinate's Recommended Decision

If you **appear in person or by counsel at the informal conference**, the recommendation of the Agency Subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and refer the case to a formal hearing. If you do not agree with the decision of the Board, you have the right to a formal administrative hearing before the Board.

If you **fail to appear in person or by counsel at the informal conference**, the recommendation of the Agency Subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and refer the case to a formal hearing. The Board's decision regarding the agency subordinate's recommendation is a final order that can only be appealed to circuit court as provided by Rule 2A:2 of the Supreme Court of Virginia.

ABSENCE OF RESPONDENT AND RESPONDENT'S COUNSEL:

If you fail to appear at the informal conference, the Agency Subordinate may proceed to hear this matter in your absence and may take any of the actions outlined above.

RESPONDENT'S LEGAL RIGHTS:

You have the right to the information on which the Agency Subordinate will rely in making a decision, to be represented by counsel at this proceeding, to subpoena witnesses and/or documents, and to present relevant evidence on your behalf.

INFORMAL CONFERENCE MATERIALS:

Enclosed is a copy of the documents that will be considered by the Agency Subordinate when discussing any allegations with you and when deliberating on your case. **These documents are enclosed only with the 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.**

FILING DEADLINES:

1. **Deadline for filing materials: December 6, 2016.** Submit five copies of all documents you want the Board to consider to Brenda Krohn, R.N., M.S., Deputy Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233. Exhibits may not be sent by facsimile or e-mail.
2. **Deadline for filing motions, including requests for continuance or objections to materials, in writing, to Brenda Krohn, R.N., M.S., Deputy Executive Director, at the above address: December 6, 2016.** NOTE: the failure to object to materials does not deprive you of the right to contest their contents at the proceeding.

REQUEST FOR A CONTINUANCE

Absent exigent circumstances, such as personal or family illness, a request for a continuance after **December 6, 2016**, will not be considered. If you obtain counsel, you should do so as soon as possible, as a motion for a continuance due to the unavailability of counsel will not be considered unless received by **December 6, 2016**.

OTHER IMPORTANT INFORMATION:

If the Agency Subordinate finds that there is sufficient evidence to find you in violation of the allegation(s) stated below and Virginia Code § 54.1-3007(8), the Agency Subordinate shall recommend that the Board make a finding of abuse, neglect, and/or misappropriation of patient property, which will be entered in the Virginia Nurse Aide Registry pursuant to 42 CFR § 483.156(b)(2) and (c)(1)(iv)(D) of the Code of Federal Regulations. According to 42 CFR § 483.13(c)(1)(ii)(B), such a finding will prohibit your future employment as a certified nurse aide in any long term care facility that receives Medicare or Medicaid reimbursement.

STATEMENT OF ALLEGATIONS

The Board alleges that:

1. At all times relevant hereto, Tammie LeighAnn Turner Slaughter, C.N.A., was certified to practice as a nurse aide in the Commonwealth of Virginia.

2. Ms. Slaughter violated Virginia Code § 54.1-3007(2), (5) and (8) and 18 VAC 90-25-100(2)(e) of the Regulations Governing Certified Nurse Aides (“Regulations”) in that during the course of her employment with Blue Ridge Nursing Center, Inc., Stuart, Virginia:

a. On or about September 16, 2015, Ms. Slaughter used derogatory language towards Resident A while changing his incontinent garment and forcefully grabbed Resident B’s chin because the resident was grinding her teeth.

b. On a previous occasion, Ms. Slaughter used profanity towards Resident B while telling her to go to bed.

3. Ms. Slaughter violated Virginia Code § 54.1-3007(2) and 18 VAC 90-25-100(2)(d) of the Regulations in that:


a. On the application for employment with Blue Ridge Rehab Center dated September 29, 2015, Ms. Slaughter failed to disclose her employment with Home Recovery-Home Aid, Inc., and reason for leaving. She also falsely indicated that her reason for leaving Stanleytown Health and Rehab Center was “needed full time job,” when, in fact, her employment had been terminated.

b. On the application for employment with Blue Ridge Nursing Center, Inc., dated May 12, 2015, she falsely answered “no” to the question “have you ever been discharged or requested to resign from a position,” when, in fact, her employment with Stanleytown Health and Rehab Center had been terminated.

c. On the application for employment with Home Recovery-Home Aid, Inc., dated April 1, 2015, Ms. Slaughter failed to disclose her employment with Blue Ridge Rehab Center from January 2015 to February 2015, and her reason for leaving. She also failed to disclose her termination from Stanleytown Health and Rehab Center.

See Confidential Attachment I for the names of the residents referenced above.



 Brenda Krohn, R.N., M.S.
Deputy Executive Director
Virginia Board of Nursing

November 17, 2016

Date