

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE: CANDICE R. WILLIAMS, L.P.N.  
License No.: 0002-072814**

**ORDER**

In accordance with §§ 2.2-4019, 2.2-4021 and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), an informal conference was conducted on behalf of the Board of Nursing ("Board") on June 17, 2014, in Henrico County, Virginia. Candice R. Williams, L.P.N., was present and was not represented by legal counsel. Jane Elliott, R.N., Ph.D., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On September 17, 2014, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Williams was not present nor was she represented by legal counsel.

Based upon its review of the Recommended Decision of the Agency Subordinate, the Board makes the following Findings of Fact and Conclusions of Law and issues the following Order.

**FINDINGS OF FACT**

1. Candice R. Williams, L.P.N., was issued License No. 0002-072814 to practice practical nursing in Virginia on January 4, 2006. The license is scheduled to expire on October 31, 2014. Her primary state of residence is Virginia.

2. By letter dated May 14, 2014, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Williams notifying her that an informal conference would be held on June 17, 2014. The Notice was sent by certified and first class mail to 76 Summer East, Williamsburg, Virginia 23188, the address of record on file with the Board of Nursing.

3. During the course of her employment with Atlantic Homecare Services, Virginia Beach, Virginia, on December 1, 2013, Ms. Williams slept on duty while assigned to provide care to a pediatric patient who was ventilator dependent.
4. Ms. Williams' employment was terminated on December 1, 2013.
5. Ms. Williams falsified the employment applications with Continuum Pediatric Services dated January 4, 2014, and Atlantic Homecare Services dated June 7, 2013, in that she failed to reveal her employment at Norfolk Healthcare and Coliseum Park Nursing Home and subsequent terminations.
6. Ms. Williams reported a history of heroin addiction and that she is currently enrolled in the Virginia Beach Methadone Clinic. While participating in the methadone clinic:
  - a. On October 1, November 25 and 30, 2013, Ms. Williams tested positive for benzodiazepines, for which she did not have a valid prescription.
  - b. On November 7, 2013, Ms. Williams tested positive for cocaine, marijuana and oxycodone (Schedule II), for which she did not have a valid prescription.
  - c. On February 3, 2014, Ms. Williams tested positive for cocaine.
7. Ms. Williams reported that she last used heroin in January, 2014, and that she has been sober since February, 2014. Ms. Williams also stated that she did not use drugs while on duty, but she would use before going to work. She sees a counselor once a week and also attends Narcotics Anonymous (NA) once a week, but does not have a sponsor.
8. Ms. Williams is currently employed at Continuum Pediatric Services.

CONCLUSIONS OF LAW

1. Finding of Fact No. 3 constitutes a violation of § 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 ("Regulations").
2. Finding of Fact No. 5 constitutes a violation of § 54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations.
3. Findings of Fact Nos. 6 and 7 constitute a violation of § 54.1-3007(6) of the Code.

ORDER

WHEREFORE, it is hereby ORDERED as follows:

1. License No. 0002-072814 of Candice R. Williams, L.P.N., is INDEFINITELY SUSPENDED.
2. The license will be recorded as suspended and no longer current.
3. At such time as Ms. Williams shall petition the Board for reinstatement of her license, an administrative proceeding will be convened to determine whether she is capable of resuming the safe and competent practice of practical nursing. Ms. Williams shall be responsible for any fees that may be required for the reinstatement and renewal of the license prior to issuance of the license to resume practice.
4. This suspension applies to any multistate privilege to practice practical nursing.
5. This suspension shall be STAYED upon proof of entry into the Health Practitioners' Monitoring Program ("HPMP") pursuant to Chapter 25.1 of Title 54.1 of the Code and 18 VAC 76-10-10 *et seq.* of the Regulations Governing the HPMP. At such time, the indefinite suspension shall be STAYED and the following terms and conditions shall apply:
  - a. Ms. Williams shall comply with all terms and conditions for the period specified

by the HPMP,

b. Any violation of the terms and conditions stated in this Order shall be reason for summarily rescinding the stay of indefinite suspension of the license of Candice R. Williams, L.P.N., and an administrative proceeding shall be held to determine whether her license shall be revoked. The stay of indefinite suspension may be summarily rescinded at such time the Board is notified that:

- i. Ms. Williams is not in compliance with the terms and conditions specified by the HPMP;
- ii. Ms. Williams' participation in the HPMP has been terminated;
- iii. There is a pending investigation or unresolved allegation against Ms. Williams involving a violation of law, regulation, or any term or condition of this order.

6. Upon receipt of evidence of Ms. Williams' participation and successful completion of the HPMP, the Board, at its discretion, may waive Ms. Williams' appearance before a Committee and conduct an administrative review of this matter, at which time she may be issued an unrestricted license.


7. This Order is applicable to Ms. Williams' multistate licensure privileges, if any, to practice practical nursing. For the duration of this Order, Ms. Williams shall not work outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board of Nursing and the Board of Nursing in the party state where she wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

8. Ms. Williams shall maintain a course of conduct in her capacity as a practical nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

Pursuant to § 54.1-2400.2 of the Code, 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 Section 54.1-2400(10) of the Code, Ms. Williams may, not later than 5:00 p.m., on **November 11, 2014**, notify Jay P. Douglas M.S.M., R.N., C.S.A.C., F.R.E., 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:

  
for Jay P. Douglas M.S.M., R.N., C.S.A.C., F.R.E.  
Executive Director  
Virginia Board of Nursing

ENTERED: October 9, 2014

This Order shall become final on **November 11, 2014**, unless a request for a formal administrative hearing is received as described above.

Certified True Copy  
By Y. Robinson-Howers  
Virginia Board of Nursing