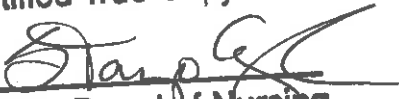


Certified True Copy

By   
Virginia Board of Nursing



RECEIVED

SEP 27 2016

COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

Department of Health Professions  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, Virginia 23233-1463

VA BD OF NURSING  
www.dhp.virginia.gov  
TEL (804) 367-4400  
FAX (804) 527-4475

September 27, 2016

Tiffany Romont Alfred, L.P.N.  
309 Taylor St  
Mount Airy, NC 27030

DUPLICATE COPY  
VIA FIRST CLASS MAIL

DATE 9/27/16

RE: License Number: 0002-080741  
Case Number: 175962

Dear Ms. Alfred:

Pursuant to Virginia Code § 54.1-2409, you are hereby given notice that your license to practice practical nursing in the Commonwealth of Virginia has been mandatorily suspended by the enclosed Order entered September 27, 2016. You are hereby advised that you may not practice practical nursing or hold yourself out as a licensed practical nurse unless and until the Board of Nursing has notified you in writing that your license has been reinstated. Please return your license to Jay P. Douglas, Executive Director of the Virginia Board of Nursing ("Board"), at the above address, immediately upon receipt of this letter.

You may apply to the Board for reinstatement of your license, and you shall be entitled to a formal administrative hearing not later than the next regular meeting of the Board after the expiration of 60 days from the Board's receipt of your reinstatement application. The reinstatement of your license shall require the affirmative vote of three-fourths of the members of the Board present at the hearing. The reinstatement application can be found at [www.dhp.virginia.gov/Nursing](http://www.dhp.virginia.gov/Nursing).

If you have any questions about this matter, you can contact me at (804) 367-4474 or [anne.joseph@dhp.virginia.gov](mailto:anne.joseph@dhp.virginia.gov).

Sincerely,



Anne Joseph, Deputy Director  
Administrative Proceedings Division

cc: Jay P. Douglas, Executive Director, Board of Nursing  
Enclosures

**BEFORE THE VIRGINIA DEPARTMENT OF HEALTH PROFESSIONS**

**IN RE: TIFFANY ROMONT ALFRED, L.P.N.**  
**License Number: 0002-080741**  
**Case Number: 175962**

**ORDER OF MANDATORY SUSPENSION**

In accordance with Virginia Code § 54.1-2409, I, David E. Brown, D.C., Director of the Virginia Department of Health Professions, received and acted upon evidence that the North Carolina Board of Nursing indefinitely suspended the privilege of Tiffany Romont Alfred, L.P.N., to practice practical nursing in the State of North Carolina. A certified copy of the Final Decision and Order is attached hereto as Commonwealth's Exhibit 1.

WHEREUPON, by the authority vested in the Director of the Department of Health Professions pursuant to Virginia Code § 54.1-2409, it is hereby ORDERED that the license of Tiffany Romont Alfred, L.P.N., to practice practical nursing in the Commonwealth of Virginia is hereby SUSPENDED.

Upon entry of this Order, the license of Tiffany Romont Alfred, L.P.N., will be recorded as suspended and no longer current and valid. Should Tiffany Romont Alfred, L.P.N., seek reinstatement of her license pursuant to Virginia Code § 54.1-2409, she shall be responsible for any fees that may be required for the reinstatement of the license prior to issuance of the license to resume practice.

This Order shall be applicable to Tiffany Romont Alfred's multistate licensure privilege, if any, to practice practical nursing in the Commonwealth of Virginia.

Pursuant to Virginia Code § 2.2-4023 and § 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 or copying on request.

  
\_\_\_\_\_  
David E. Brown, D.C., Director  
Virginia Department of Health Professions

ENTERED:

9/27/16  
\_\_\_\_\_

### **CERTIFICATION OF DUPLICATE RECORDS**

I, David E. Brown, D.C., Director of the Department of Health Professions, hereby certify that the attached Final Decision and Order entered July 21, 2016, regarding Tiffany Romont Alfred, L.P.N., is a true copy of the records received from the North Carolina Board of Nursing.

  
\_\_\_\_\_  
David E. Brown, D.C.

Date: 9/27/16



**BEFORE THE BOARD OF NURSING  
OF THE STATE OF NORTH CAROLINA**

I certify that this is a true and accurate copy of its original and has been kept in the ordinary course of business at the office of the North Carolina Board of Nursing.  
*J. L. Herring*  
Executive Director of the Board

In the matter:

TIFFANY ROMONT ALFRED  
LICENSED PRACTICAL NURSE  
VA MULTISTATE LICENSE 0002080741

**FINAL DECISION AND ORDER**

This matter was heard on July 21, 2016 by the North Carolina Board of Nursing ("Board") pursuant to Article 9A, Chapter 90 of the General Statutes of North Carolina and Article 3A of Chapter 150B of the General Statutes of North Carolina and 21 NCAC 36 .0217. Board members present were: Martha Ann Harrell, Public Member, Presiding Officer; Pat Campbell, Public Member; Bob Newsom, LPN; Frank Demarco, RN; Carol Wilson, LPN; Deborah Herring, RN; Yolanda Hyde, RN; Jennifer Kaylor, RN; Maggie Conklin, Public Member; Peggy Walters, RN; Christina Weaver, RN; Sharon Moore, RN; and Mary Jones, LPN. The Board was assisted and advised by Administrative Law Counsel Frank Gray. Prosecuting attorney for the Board was Amy Fitzhugh. Tiffany Romont Alfred ("Licensee") was not present.

Based upon the evidence presented and the argument of Counsel, the Board enters the following:

**FINDINGS OF FACT**

1. The Board is a body duly organized under the laws of North Carolina and is the proper party to bring this proceeding under the authority granted it in Article 9A of Chapter 90 of the North Carolina General Statutes.
2. Licensee is the holder of Virginia Multistate Licensed Practical Nurse License Number 0002080741, which expires on March 31, 2017. Additionally, Licensee was the holder of North Carolina Temporary Licensed Practical Nurse License Number ALFR-YQNTM9.
3. On December 1, 2015, a report was filed with the North Carolina Board of Nursing related to the nursing practice of Licensee.
4. On November 25, 2015, the parents of an infant with a tracheostomy and ventilator began homecare services with Bayada Home Care ("Bayada") in Elkin, North Carolina. Licensee was employed with Bayada and began an assignment to provide in-home care for the infant on November 26, 2015.
5. On November 27, 2016, Licensee began a 7 p.m. to 7 a.m. nursing shift. On this evening, Rebecca Kilpatrick, the mother of the infant, found Licensee sitting in a chair in the infant's room. Licensee appeared to be sleeping. Ms. Kilpatrick accidentally knocked a stethoscope onto the floor. Licensee sat up, put on her glasses and began doing something on her phone.

6. Mrs. Kilpatrick was not certain if night nurses could sleep on the shift so she did not report this to Bayada.

7. On November 28, 2016, Licensee was scheduled to work a 7 p.m. to 7 a.m. nursing shift with the same family. Mrs. Kilpatrick walked by her infant son's room and saw Licensee sitting in the chair, again with the appearance of sleeping. She purposefully made a noise and Licensee sat up, put on her glasses and began to do something on her phone. Mrs. Kilpatrick was very worried Licensee was sleeping instead of caring for her infant. Mrs. Kilpatrick stayed up late, made frequent trips to check on her infant and kept her baby monitor on all night to observe the feedings at each alarm.

8. On November 29, 2016, Licensee was scheduled to work a 7 p.m. to 7 a.m. nursing shift with the Kilpatrick family. At 12:15 a.m., Mrs. Kilpatrick asked her husband to check on Licensee because her infant's feeding at 12:00 a.m. had not yet happened. Mr. Kilpatrick returned and reported Licensee was asleep. Mrs. Kilpatrick went to the room and found Licensee asleep with her head tilted back and her mouth agape. Mrs. Kilpatrick had to physically wake Licensee.

9. Mrs. Kilpatrick confronted Licensee regarding her sleeping on duty and Licensee apologized. Mrs. Kilpatrick confronted Licensee regarding her sleeping on duty the two (2) previous nights and Licensee agreed with her.

10. The Kilpatrick's requested Licensee to leave their home at 12:30 a.m.

11. In reviewing the client's Daily Communication of Care sheet that Mrs. Kilpatrick asked the nurses to document care upon and the Medication Administration Record ("MAR") after the event, it was also determined that Licensee had pre-documented administration of the midnight feeding as well as a feeding at 3 a.m., a feeding at 6 a.m. and a suction catheter change at 7 a.m. However, she did not pre-document these administrations in her nurse's notes.

12. On or about February 3, 2016, a Letter of Charges and an offer of resolution were sent to Licensee certified mail return receipt requested to the address of record with Board in compliance with 21 NCAC 36 .0217(g)(1)(A).

13. On or about June 17, 2016, a Notice of Hearing was issued and personally served on Licensee in accordance with 21 NCAC 36 .0217(k) and the Rules of Civil Procedure.

14. At the July 21, 2016 hearing, Board witnesses were as follows:

- a. Rebecca Kilpatrick; and
- b. Pamela Trantham, RN, Investigator, North Carolina Board of Nursing.

15. Licensee did not appear and no witnesses testified on her behalf.

16. At the hearing, the following exhibits were presented and admitted into evidence on behalf of the Board:

- a. Notice of Hearing;
- b. Daily Communication of Care;
- c. Medication Profile and Treatment Record; and
- d. Letter of Charges.

### CONCLUSIONS OF LAW

1. The Notice of Hearing was served in accordance with 21 NCAC 36 (k) and N.C. Gen. Stat. §150B-38. This matter is properly before the Board and the Board has jurisdiction over Licensee and the subject matter of this case.
2. Pursuant to the provisions of N.C. Gen. Stat. §90-171.37 and §150B the Board is vested with the power and authority to revoke or suspend a license to practice nursing and invoke other such disciplinary measures such as censure or probative terms against a licensee as it deems fit and proper in furtherance of its duty to protect the public.
3. Licensee has violated the provisions of Article 9A of the Nursing Practice Act and the rules enacted by the Board in Title 21 Chapter 36 of the North Carolina Administrative Code §.0217(c) within the meaning of N.C. Gen. Stat. §90-171.37(7) and (8) and grounds exist under those sections of the North Carolina Statutes for the Board and rules promulgated there under to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against a license as it deems fit and proper.
4. Licensee engaged in conduct that endangered the public health within the meaning of N.C. Gen. Stat. §90-171.37(4) and grounds exist under that section of the North Carolina General Statutes for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against the licensee as it deems fit and proper.
5. Licensee abandoned or neglected a client who was in need of nursing care, without making reasonable arrangements for the continuation of such care within the meaning of 21 NCAC 36 .0217(c) (9) and grounds exist under that section of the North Carolina Administrative Code for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against the license as it deems fit and proper.
6. Licensee falsified a client's record or the controlled substance records of the Agency within the meaning of 21 NCAC 36 .0217(c)(22) and grounds exist under that section of the North Carolina Administrative Code for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against the license as it deems fit and proper.

Based upon the foregoing Findings of Fact and Conclusions of Law, the Board enters the following:

### ORDER

1. The Licensed Practical Nurse Privilege to Practice of Licensee shall be INDEFINITELY SUSPENDED.

2. The Board will not recommend to the Division of Health Services Regulation that Licensee be eligible to request listing as a Nurse Aide I.

3. Licensee may not be listed on the Nurse Aide II Registry.

4. Licensee shall not practice nursing in the State of North Carolina pursuant to a multistate license from any jurisdiction. Prior to being permitted to practice nursing in North Carolina, Licensee shall appear before the Licensure Review Panel ("LRP") and comply with all decisions of the LRP.

5. In accordance with G.S. 90-171.27(e) and Board of Nursing policy derived there from, a fee may be assessed for the cost of disciplinary actions. In the matter involved, Licensee shall be assessed a fee of \$300.00 for administrative costs and \$195.00 for cost of service of process of the Notice of Hearing. The total fee, \$495.00, shall be paid prior to an appearance before the LRP.

6. This ORDER is public record, as required by N.C. General Statute §132 and will be placed in Licensee's file. All disciplinary actions taken by the Board shall be reported to the appropriate entities as outlined in Board policy, and as required by state and/or federal guidelines. Those entities include, but may not be limited to, NURSYS, National Practitioner Data Bank (NPDB), the Office of the Inspector General (OIG), and any other state/jurisdiction in which the licensee is or has been licensed.

This the 21<sup>st</sup> day of July, 2016.

Martha Ann Harrell, Chair  
Martha Ann Harrell, Chair  
North Carolina Board of Nursing