

BEFORE THE VIRGINIA BOARD OF NURSING

IN RE: INCILAY ICLAL MANLEY, L.P.N.
License Number: 0002-091237
Case Number: 169543

RATIFICATION AND ORDER

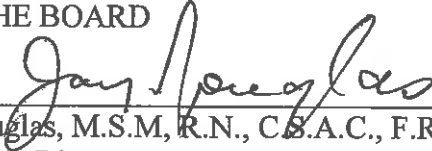
On July 20, 2016, a panel of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Incilay Iclal Manley, L.P.N. was not present nor was she represented by legal counsel.

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. Manley may, not later than 5:00 p.m., on September 5, 2016, notify Jay 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




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

ENTERED AND MAILED ON:

August 3rd, 2016

This Order shall become final on September 5, 2016, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By 
Virginia Board of Nursing

BEFORE THE VIRGINIA BOARD OF NURSING

**IN RE: Incilay Iclal Manley, L.P.N.
 License Number: 0002-091237
 Case Number: 169543**

REPORT AND RECOMMENDATION OF AGENCY SUBORDINATE

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 May 26, 2016 in Henrico County, Virginia, to inquire into evidence that Incilay Iclal Manley, L.P.N. may have violated certain laws and regulations governing the practice of practical nursing in the Commonwealth of Virginia.

Ms. Manley 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 May 3, 2016, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Manley notifying her that an informal conference would be held on May 26, 2016. The Notice was sent by certified and first class mail to the legal address of record on file with the Board of Nursing.

Recommended Findings of Fact and Conclusions of Law

1. Incilay Iclal Manley, L.P.N. was issued License Number 0002-091237 to practice practical nursing on August 13, 2014, which is scheduled to expire on June 30, 2017. At all times

relevant to the allegations herein, said licenses was in full force and effect. Her primary state of residence is Virginia.

2. Ms. Manley violated Virginia Code § 54.1-3007(2), (5) and (8) and 18 VAC 90-20-300(A)(2)(e) of the Regulations Governing the Practice of Nursing in that by her own admission during the course of her employment with Patriots Colony at Williamsburg, Williamsburg, Virginia:

a. On August 25, 2015, Ms. Manley removed two oxycodone hydrochloride 5 mg (C-II) from Resident A's supply, but failed to document administration or wastage of the medication in the resident's records.

b. Between August 8, 2015, and August 25, 2015, Ms. Manley documented administering hydrocodone/apap 5/325mg (C-II) to Resident B on the Controlled Medication Reconciliation Sheet ten times, but failed to document the administration of the narcotic and the resident's pain level in the Medication Administration Record ("MAR").

c. On August 17, 2015, Ms. Manley documented in Resident B's Daily Nursing Assessment that the resident had pain level of 3/10. On August 21, 2015, Ms. Manley documented that the resident reported no pain, but Ms. Manley documented that she administered the PRN hydrocodone to the resident both days, counter to the physician's order to administer the medication if the resident's pain level was between 4 and 6 on a 10-point scale.

d. Between July 1, 2015 and July 8, 2015, Ms. Manley documented that she administered hydrocodone 5/325 mg to Resident C nine times, but failed to document the administration in the resident's MAR and failed to document the resident's pain level on the Nurse's Medication Notes.

e. Between June 30, 2015, and July 13, 2015, on multiple occasions Ms. Manley documented that she administered oxycodone to Resident D, and documented his pain scale in the Daily Nursing Assessment, but documented the resident's pain as 0/10 on the MAR.

f. Between June 30, 2015, and July 24, 2015, Ms. Manley documented on the Controlled Medication Reconciliation Sheet that she administered oxycodone to Resident E, but failed to document the administration and pain levels on the resident's MAR.

g. Between August 9, 2015, and August 10, 2015, Ms. Manley documented on the Controlled Medication Reconciliation Sheet that she administered oxycodone to Resident F, but failed to document the administration and the resident's pain level on the MAR.

h. Between June 9, 2015 and June 15, 2015, Ms. Manley documented on Resident G's Controlled Medication Reconciliation Sheet that she administered oxycodone to the resident, but failed to document the administration and pain level on the MAR.

i. On July 21, 2015, Ms. Manley documented in the Controlled Medication Reconciliation Sheets that she administered hydrocodone/apap to Resident H, but failed to document the administration and pain level on the MAR.

j. On June 3, 2015, June 14, 2015, and June 15, 2015, Ms. Manley documented in the Controlled Medication Reconciliation Sheet that she administered tramadol to Resident I, but failed to document the administration in the resident's MAR.

k. On June 22, 2015, and June 23, 2015, Ms. Manley documented in the Controlled Medication Reconciliation Sheet that she administered hydromorphone 2 mg (Dilaudid, C-II) to Resident I, but failed to document the administration and pain level on the MAR.

1. On June 5, 2015, Ms. Manley documented in the Controlled Medication Reconciliation Sheet that she administered hydrocodone/apap to Resident J, but failed to document the administration and pain level on the MAR.

4. On September 4, 2015, Ms. Manley's employment with Patriots Colony at Williamsburg was terminated due to the medication discrepancies. She had been employed at the facility since July 9, 2014.

5. Ms. Manley stated at the informal conference that her employment with Patriots Colony at Williamsburg was her first nursing position. She stated that she worked the 7:00 p.m. – 7:00 a.m. shift and was overwhelmed. She stated that she had difficulty adjusting to working an overnight shift. She denies any past or current mental health or substance abuse issues. Both the urine drug screen done by Patriots Colony during the facility investigation as well as one requested by the DHP investigator were negative.

6. Ms. Manley stated that she took "the quick route" to document. Since her termination and subsequent employment on September 15, 2015, with Brookdale Senior Assisted Living, she has made changes in her documentation practices. She is more thorough and documents everything.

7. Ms. Manley stated that she is working the 3:00 p.m. – 11:00 p.m. shift and is not overwhelmed. She stated that Brookdale Senior Assisted Living was aware of her termination from Patriots Colony of Williamsburg, and was aware of this matter before the Board.

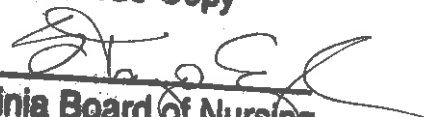
Recommended Order

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

1. Incilay Iclal Manley is REPRIMANDED.

2. Within 60 days from the date of entry of this Order, Incilay Iclal Manley shall provide written proof satisfactory to the Board of successful completion of the following NCSBN course: *Documentation: A Critical Aspect of Client Care*. Continuing education obtained through compliance with this term shall not be used toward licensure renewal.
3. Incilay Iclal Manley shall comply with all laws and regulations governing the practice of practical 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 practical nursing shall constitute grounds for further disciplinary action.

Reviewed and approved on June 28, 2016
By Allison Gregory, M.S., R.N., F.N.P.-B.C.
Agency Subordinate

Certified True Copy
By 
Virginia Board of Nursing