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VIRGINIA:

IN RE:

BEFORE THE BOARD OF NURSING VA BD OF NURSING

TERESA A. HAMILTON, L.P.N.

License No.: 0002-042802

CONSENT ORDER

The Virginia Board of Nursing ("Board") and Teresa A. Hamilton, L.P.N., as evidenced by her signature hereto, enter into the following Consent Order affecting Ms. Hamilton's license to practice practical nursing in Virginia.

The Board adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Teresa A. Hamilton, L.P.N., was issued License No. 0002-042802 to practice practical nursing by the Virginia Board of Nursing on May 23, 1990. Said license is set to expire on June 30, 2014. Ms. Hamilton's primary state of residence is Virginia.
2. On April 4, 2012, during the course of her employment with Consulate Health Care - Windsor, Windsor, Virginia, Ms. Hamilton administered Coumadin (C-VI) to a resident contrary to the resident's physician's order. In an effort to cover up her medication error, Ms. Hamilton changed the physician's order to reflect that the resident's Coumadin should be held beginning April 5, 2012, instead of April 4, 2012, as ordered.
3. Ms. Hamilton stated that the resident's new order for Coumadin had not been transcribed to the Medication Administration Record at the time she began the medication pass. Ms. Hamilton stated that she saw the old order in the treatment records. Ms. Hamilton stated that the outgoing nurse did not verbally tell her about the new order to hold the Coumadin during shift change.
4. Ms. Hamilton did not notify the resident's physician of the medication error. The resident was not harmed as a result of the medication error.

5. On April 5, 2012, Ms. Hamilton's employment with Consulate Health Care – Windsor was terminated.

CONCLUSIONS OF LAW

Finding of Fact No. 2 constitutes a violation of § 54.1-3007(2), (5), and (8) of the Code of Virginia (1950), as amended ("Code"), and 18 VAC 90-20-300(A)(2)(e) and (f) of the Regulations Governing the Practice of Nursing.

CONSENT

Teresa A. Hamilton, L.P.N., by affixing her signature hereon, agrees to the following:

1. She has been advised to seek advice of counsel prior to signing this document;
2. She acknowledges that without her consent, no legal action can be taken against her except pursuant to the Virginia Administrative Process Act, § 2.2-4000(A) *et seq.* of the Code;
3. She acknowledges that she has the following rights, among others: the right to an informal fact finding conference before the Board, the right to reasonable notice of said hearing, the right to representation by counsel, and the right to cross-examine witnesses against her;
4. She waives all such right to an informal conference;
5. She admits to the Findings of Fact and Conclusions of Law contained herein and waives her right to contest such Findings of Fact and Conclusions of Law in any subsequent proceeding before the Board;
6. She consents to the entry of the following Order affecting her right to practice practical nursing in Virginia.

ORDER

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS that Teresa A. Hamilton, L.P.N., shall be placed on PROBATION for 12 months of actual nursing practice subject to the following terms and conditions:

1. The period of probation shall begin on the date that this Order is entered and shall end at such time as Ms. Hamilton has completed 12 months of active employment as a licensed practical nurse. The license of Ms. Hamilton shall be reinstated without restriction at the completion of the probationary period without a hearing unless there is a pending investigation or unresolved allegation involving a violation of law, regulation, or any term or condition of probation. In that event, the period of probation shall be continued indefinitely or until such time as the Board makes a case decision in accordance with the Administrative Process Act, § 2.2-4000 et seq. and § 54.1-2400(9) et seq. of the Code.
2. Ms. Hamilton shall inform the Board in writing within ten days of the date she begins nursing practice, or changes employment, or if any interruption in nursing practice occurs. Additionally, Ms. Hamilton shall provide the name and address of each employer to the Board.
3. Ms. Hamilton shall inform her current nursing employer and each future nursing employer that the Board has placed her on probation and shall provide each employer with a complete copy of this Order. If Ms. Hamilton is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is on probation.
4. Performance Evaluations shall be provided, at the direction of Ms. Hamilton, by all nursing employer(s), as provided by the Compliance Division. The first report must be received in the Board office no later than 60 days from the date this Order is entered. Subsequent reports must be received quarterly by the last day of the months of March, June, September, and December until the period of probation ends.

5. Ms. Hamilton shall submit quarterly "Self-Reports," which include a current address, telephone number, and verification of all current employment. These reports shall also include any changes in employment status. The first report must be received in the Board office no later than 60 days from the date this Order is entered. Subsequent reports must be received quarterly by the last day of the months of March, June, September, and December until the period of probation ends.

6. Ms. Hamilton shall return all copies of her license to practice as a licensed practical nurse to the Board office within ten days of the date of entry of this Order along with a payment of a fee of \$15.00. Upon receipt, the Board shall issue a new license marked "Valid in Virginia Only; Probation with Terms."

7. Any violation of the stated terms and conditions contained in this Order, or failure to comply with all terms of this Order within five years of the date of entry of the Order, shall be reason for suspending or revoking the license of Ms. Hamilton and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

8. This Order is applicable to Ms. Hamilton's multistate licensure privileges, if any, to practice practical nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Hamilton 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 Ms. Hamilton wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

9. Ms. Hamilton 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 §§ 2.2-4023 and 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 public record and shall be made available for public inspection or copying upon request.

FOR THE BOARD:

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

ENTERED: January 25th, 2013

SEEN AND AGREED TO:

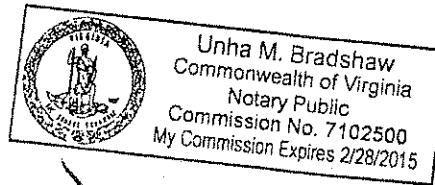
Teresa A. Hamilton L.P.N.
Teresa A. Hamilton, L.P.N.

COMMONWEALTH OF VIRGINIA,
COUNTY/CITY OF Isle of Wight TO WIT:

Subscribed and sworn to before me, Unha M Bradshaw Notary Public, this 27 day of Dec, 2012.

My commission expires 2/28/2015

Registration Number 7102500



Unha M Bradshaw
NOTARY PUBLIC

Certified True Copy

By: [Signature]
Virginia Board of Nursing