

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE: FAYE SELDON, R.N.  
License No.: 0001-227295**

**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 August 4, 2015, in Henrico County, Virginia. Faye Seldon was present and was not represented by counsel. Allison Gregory, M.S., R.N., F.N.P.-B.C., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On November 18, 2015, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Seldon was present and was not 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. Faye Seldon, R.N., was issued License No. 0001-227295 to practice professional nursing in Virginia on September 22, 2010. The license is scheduled to expire on October 31, 2017. Ms. Seldon was previously issued License No. 0002-067316 on October 8, 2003, which expired on October 31, 2011. Ms. Seldon's primary state of residence is Virginia.

2. By letter dated July 9, 2015, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Seldon notifying her that an informal conference would be held on August 4, 2015. The Notice was sent by certified and first class mail to 621 Augusta Street, Hampton, Virginia, 23669, the address of record on file with the Board of Nursing. The Notice was also sent to 738 Brookside Drive, Newport News, Virginia, 23602, a secondary address.

3. During the course of her employment with Riverside Health System, Home Health Division, Newport News, Virginia, on November 10, 2014, Ms. Seldon left Client A alone in his home despite his deteriorating condition. Client A was an ambulatory patient receiving antibiotics. Ms. Seldon failed to fully assess the client after calling for assistance with the PICC line, and, after calling for assistance with the PICC line, she did not properly report his condition, which was febrile and weak.

4. When another caregiver came to the home, Client A was observed to be vomiting and experiencing chills. Client A was admitted to the hospital with a diagnosis of sepsis.

5. Further, on November 10, 2014, Ms. Seldon failed to document the presence of an open wound on Client A's forearm or to obtain an order for the treatment of the wound.

6. By her own admission, Ms. Seldon forgot to take Client A's vital signs during the visit. Further, documented vital signs that another person had taken but recorded them inaccurately.

7. Ms. Seldon's employment with Riverside was terminated. Before her termination, Ms. Seldon had been the subject of 15 written disciplinary actions since becoming employed in 2003, and she had worked in at least four different settings. She had been placed on final warning for failure to complete wound measurements, failure to complete vital signs and falsely documenting vital signs.

8. As of the date of the informal conference, Ms. Seldon reported current employment with Home Solutions.

#### CONCLUSIONS OF LAW

1. Findings of Fact No. 3 and 5 constitute violations 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. 6 constitutes a violation of § 54.1-3007(2), (5) and (8) of the Code and

18 VAC 90-20-300(A)(2)(e) and (f) of the Regulations.

**ORDER**

WHEREFORE, it is hereby ORDERED that Faye Seldon, R.N., shall be placed on INDEFINITE PROBATION for not less than two years 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 continue indefinitely. After two years of active practice employment, Ms. Seldon may request that the Board end this probation.
2. Performance Evaluations shall be provided to the Board, at the direction of Ms. Seldon, by all practice employer(s), using the forms provided by Compliance and available on the Board's website.
3. Ms. Seldon shall practice only in a structured/supervised practice employment setting satisfactory to the Board for the first two years of probation. This employment setting shall provide on-site supervision by a physician/licensed nurse practitioner/professional nurse, who works on the same level of the building, and holds an unrestricted license. For all current practice employment, and before beginning or changing practice employment during this period, Ms. Seldon shall have current and all prospective practice employers provide a written description of the employment setting to the Board office for approval.
4. Ms. Seldon shall provide evidence within 60 days of entry of this Order that she has completed the following NCSBN online course: "*Documentation: A Critical Aspect of Client Care and Professional Accountability and Legal Liability for Nurses*".
5. Ms. Seldon shall return all copies of her license to practice as a professional nurse within ten days of the date of entry of this Order, along with payment of a duplicate license fee as specified in the regulations governing nursing. Upon receipt, the Board shall issue a replacement professional nurse

license marked “Valid in Virginia Only; Probation with Terms.”

6. Written reports are required by this Order and, unless otherwise specified, shall be sent to Compliance at the Board offices with the first report(s) 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.

7. Ms. Seldon shall inform the Board in writing within ten days of the date any practice employment begins, changes, is interrupted, or ends. Additionally, Ms. Seldon shall provide a contact name, address, and phone number for each practice employer to the Board.

8. Ms. Seldon shall inform all current and future practice employers that the Board has placed her on probation and Ms. Seldon shall provide each practice employer with a complete copy of this Order. If Ms. Seldon is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is on probation.

9. Ms. Seldon shall provide all current and future treating practitioners with a complete copy of this Order and shall execute an Authorization for Disclosure of Information form providing for unrestricted communication between the Board, Compliance, and any treatment providers, court-appointed probation or parole officers, and any/or consultants designated by the Board, if applicable.

10. Ms. Seldon shall submit “Self-Reports” which include a current address, telephone number, and verification of any and all current practice employment. These reports shall also include any changes in practice employment status. Self-Reports must be submitted whether Ms. Seldon has current practice employment or not.

11. Ms. Seldon shall conduct herself as a professional nurse in compliance with the requirements of Title 54.1, Chapter 30 of the Code and the Board of Nursing Regulations.

12. 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. Seldon, and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

13. This Order is applicable to Ms. Seldon's multistate nursing licensure privileges, if any, to practice professional in the Commonwealth of Virginia. For the duration of this Order, Ms. Seldon shall not practice outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the express written permission of both 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.


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. Seldon may, not later than 5:00 p.m., on January 6, 2016, 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:

Certified True Copy

By   
Virginia Board of Nursing

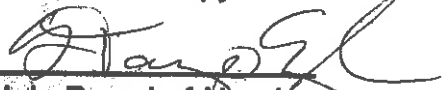
  
Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E.  
Executive Director  
Virginia Board of Nursing

ENTERED: December 4, 2015

This Order shall become final on January 6, 2016, unless a request for a formal administrative

hearing is received as described above.

**Certified True Copy**

By   
**Virginia Board of Nursing**