

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: CHRISTY MCCOY GATLIN, L.P.N.

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 October 26, 2010, in Henrico County, Virginia. Christy M. Gatlin, L.P.N., was present and was not represented by legal counsel. Janet Younger, Ph.D., R.N., P.N.P., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On April 13, 2011 a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Gatlin 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. Christy M. Gatlin, L.P.N., was issued License No. 0002-076901 to practice practical nursing in Virginia on October 5, 2007. The license is scheduled to expire on November 30, 2012. Ms. Gatlin's primary state of residence is Virginia.
2. By letter dated October 4, 2010, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Gatlin notifying her that an informal conference would be held on October 26, 2010. The Notice was sent by certified and first class mail to 1007 Whitehurst Landing Road, Virginia Beach, Virginia 23464, the address of record on file with the Board of Nursing.
3. During the course of her employment with Favorite Healthcare Staffing, while assigned to

work at Lake Taylor Transitional Hospital, Norfolk, Virginia, on the night shift of June 28-29, 2010:

- a. Ms. Gatlin administered a Lidoderm patch (lidocaine) to the wrong patient after failing to check the patient's armband to ensure that the correct patient received the medication.
- b. Ms. Gatlin incorrectly administered potassium to a patient instead of Vitamin K as ordered, resulting in an adverse reaction and transfer of the patient to an acute care hospital.
- c. Ms. Gatlin provided practical nursing care while listening to music via earphones on a personal music player after being directed by her supervisor not to do so.
- d. Ms. Gatlin failed to completely document nursing notes and properly complete the medication administration records for multiple patients on her shift.
- e. Favorite Healthcare Staffing terminated Ms. Gatlin's employment as a result of these incidents.

4. At the informal conference, Ms. Gatlin acknowledged her errors. She stated that she was assigned 32 patients and lacked the experience to function properly with so many patients. She stated that she made mistakes because she did not clarify matters with physicians and did not correctly assess what she could handle. She also stated that she has made changes in her practice to avoid making the same mistakes in the future.

5. Ms. Gatlin was terminated by three different nursing employers in three years. She had many absences, which she attributed to having full responsibility for several children with little or no help. At the time of the informal conference, Ms. Gatlin was employed at Bay Pointe Medical, where she had been since August, 2010.

CONCLUSIONS OF LAW

Findings of Fact No. 3(a), (b), (c), and (d) constitute 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.

ORDER

WHEREFORE, it is hereby ORDERED that Christy M. Gatlin, L.P.N., shall be placed on PROBATION for 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 end at such time as Ms. Gatlin has completed two years of active employment as a licensed practical nurse . The license of Ms. Gatlin 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. Gatlin shall inform the Board in writing within ten days of the date she begins nursing, or changes employment, or if any interruption in nursing practice occurs. Additionally, Ms. Gatlin shall provide the name and address of each employer to the Board.

3. Ms. Gatlin 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. Gatlin 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. Gatlin, by all nursing employer(s), as provided by the Compliance Division.

5. Ms. Gatlin shall provide evidence that she has completed the following NCSBN online courses within 30 days of entry of the Order: *Documentation: A Critical Aspect of Client Care*; and *Medication Errors: Detection & Prevention*.

6. Ms. Gatlin shall practice nursing only in a structured /supervised employment setting

satisfactory to the Board for the first 12 months after being placed on probation. This employment setting shall provide on-site supervision by a physician, professional nurse, or licensed practical nurse who works the same shift and holds an unrestricted license. For all current nursing employment, and before beginning or changing nursing employment during this period, Ms. Gatlin shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

7. Ms. Gatlin 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.

8. Ms. Gatlin shall return all copies of her license to practice as 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 \$5.00. Upon receipt, the Board shall issue a new license marked “Valid in Virginia Only; Probation with Terms”

9. Ms. Gatlin shall conduct herself as a licensed practical nurse in compliance with the requirements of Title 54.1, Chapter 30 of the Code and the Board of Nursing Regulations.

10. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Ms. Gatlin, and an administrative proceeding shall be held to decide whether her license shall be revoked.

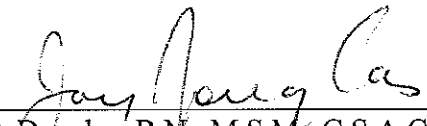
11. This Order is applicable to Ms. Gatlin’s multistate licensure privileges, if any, to practice practical nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Gatlin shall not work outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board of Nursing and the Board of Nursing in the party state where

Ms. Gatlin wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

This Order is subject to appeal to the Board. If Ms. Gatlin desires a formal administrative hearing before the Board pursuant to §§ 2.2-4020 and 2.2-4021 of the Code, she must notify Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Richmond, Virginia 23233, in writing, within thirty-three (33) days from the date of service of this Order. Upon the filing of a request for the hearing with the Executive Director, this Order shall be vacated.

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.

FOR THE BOARD



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

Entered: ^M May 5, 2011