

VIRGINIA:

BEFORE THE BOARD OF NURSING

**IN RE: SINEAD EASTMAN, R.N.
License No.: 0001-243564**

ORDER

Pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended (“Code”), a Special Conference Committee (“Committee”) of the Virginia Board of Nursing (“Board”) met on August 17, 2015 in Henrico County, Virginia, to inquire into evidence that Sinead Eastman, R.N. may have violated certain laws and regulations governing nursing practice in Virginia. Ms. Eastman was present and was not represented by counsel.

Upon consideration of the evidence, the Committee adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Sinead Eastman, R.N. was issued License No. 0001-243564 to practice professional nursing in the Commonwealth of Virginia on March 19, 2013. Said license expires on December 31, 2015. Her primary state of residence is Virginia. Ms. Eastman was previously licensed to practice nursing in England.
2. By letter dated July 9, 2015, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Eastman notifying her that an informal conference would be held on August 17, 2015. The Notice was sent by certified and first class mail to 13125 Meridian Place, Carrollton, Virginia 23314, the address of record on file with the Board of Nursing.
3. During the course of her employment with Sentara Norfolk General Hospital, Norfolk, Virginia, in November 2014:
 - a. On approximately ten occasions, Ms. Eastman pulled all prescribed medications, including PRN medications, for her patients from the Omnicell dispensing system at the beginning of her

shift, and failed to identify the medications by patient name. She carried medications for several hours before administering them, and she failed to return medications that she had not administered until the end of her shift.

b. On November 8, 2014, at 2145, Ms. Eastman pulled one tablet of Percocet (oxycodone/acetaminophen, C-II) for Patient A, but failed to document administration, wastage, or return of the medication.

c. On November 9, 2014:

i. At 0410, Ms. Eastman pulled two tablets of Percocet for Patient B. She documented administering one tablet and failed to document administration, wastage, or return of the second tablet.

ii. At 0315, she pulled 1mg of Dilaudid (hydromorphone, C-II) for Patient C, but failed to document the administration, wastage, or return of this medication.

d. On November 13, 2014:

i. At 2215, Ms. Eastman pulled two tablets of Percocet for Patient D, but failed to document the administration, wastage, or return of this medication.

ii. At 1959, she pulled 1mg of Dilaudid (hydromorphone, C-II) for Patient E, but failed to document the administration, wastage, or return of this medication.

e. On November 14, 2014, at 0108, Ms. Eastman documented administering two tablets of Percocet to Patient F, but there was no record that she actually pulled this medication for this patient.

f. On November 25, 2014, at 2332, Ms. Eastman pulled two tablets of Percocet for Patient G, but failed to document the administration, wastage, or return of this medication.

g. On November 26, 2014, at 0411, Ms. Eastman documented administering two tablets of Percocet to Patient H, but there was no record that she actually pulled this medication for this patient.

4. Ms. Eastman's employment with Sentara Norfolk was terminated as a result of her medication errors.

5. At the informal conference, Ms. Eastman acknowledged her errors and said that they occurred because she had gotten burnt out from being overworked and was taking shortcuts in her practice. She stated to an investigator for the Department of Health Professions on January 23, 2015 that she was not 100% sure that patients received the correct medications due to her practice of pulling all medications at the beginning of her shifts.

6. Ms. Eastman stated at the informal conference that she was currently employed as a travel nurse for Cirrus Medical Staffing, and assigned to the Lynchburg General Hospital Emergency Department observation unit, conducting medication reconciliations. Her current employer was not aware of this matter before the Board.

CONCLUSIONS OF LAW

Findings of Fact Nos. 3(a) – 3(g) 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

On the basis of the foregoing, the Committee hereby ORDERS as follows:

1. Sinead Eastman, R.N. shall be placed on INDEFINITE PROBATION for a period of not less than one year of actual nursing practice subject to the following terms and conditions:

a. The period of probation shall begin on the date that this Order is entered and shall end at such time as Ms. Eastman has completed 12 months of active practice in employment as a professional nurse ("practice employment"). The license of Ms. Eastman shall be reinstated without restriction at the completion of the probationary period without an administrative proceeding 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.

b. Performance Evaluations shall be provided to the Board, at the direction of Ms. Eastman, by all practice employer(s), using the forms provided by Compliance and available on the Board's website.

c. Ms. Eastman shall practice only in a structured / supervised practice employment setting satisfactory to the Board for the first 12 months of probation. This employment setting shall provide on-site supervision by a physician / licensed nurse practitioner / professional nurse who works the same shift and 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. Eastman shall have current and all prospective practice employers provide a written description of the employment setting to the Board office for approval.

d. Ms. Eastman shall provide evidence that she has completed the following NCSBN online courses within 60 days of the entry of this Order: *Acclimation of International Nurses into US Nursing Practice; Professional Accountability and Legal Liability for Nurses; Sharpening Critical Thinking Skills; and Virginia Nurse Practice Act*. These courses shall not be credited toward the continued competency requirements for the next renewal of her license.

e. Ms. Eastman shall return all copies of her license to practice as a professional nurse to the Board office 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."

f. 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. Many of the required report forms are available on the Board's website for your convenience.

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

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

i. Ms. Eastman 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/or any consultants designated by the Board, if applicable.

j. Ms. Eastman 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. Eastman has current practice employment or not.

2. This Order shall be applicable to Ms. Eastman's multistate licensure privilege, if any, to practice professional nursing. For the duration of this Order, Ms. Eastman shall not work outside 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 she wishes to work. Any request for out of state employment shall be directed, in writing, to the Executive Director of the Board.

3. Ms. Eastman shall maintain a course of conduct in her capacity as a professional nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

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

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 on request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Eastman may, not later than 5:00 p.m., on October 7, 2015, 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 COMMITTEE:

for Glenn Mitchell-Sively
Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E.
Executive Director, Virginia Board of Nursing

ENTERED: September 7, 2015

This Order shall become final on October 7, 2015; unless a request for a formal administrative hearing is received as described above.

Certified True Copy
By A. Bule
Virginia Board of Nursing