

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:       CAROL JENNINGS, L.P.N.**  
**License No.: 0002-046405**

**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 April 14, 2015, in Henrico County, Virginia, to inquire into evidence that Carol Jennings, L.P.N., may have violated certain laws and regulations governing practical nursing practice in Virginia. Ms. Jennings 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. Carol Jennings, L.P.N., was issued License No. 0002-046405 to practice practical nursing in the Commonwealth of Virginia on August 6, 1992. Said license expires on May 31, 2015. Ms. Jennings’ primary state of residence is Virginia.
2. By letter dated March 17, 2015, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Jennings notifying her that an informal conference would be held on April 14, 2015. The Notice was sent by certified and first class mail to 3917 Rebecca Road, Richmond, Virginia, 23234, the address of record on file with the Board of Nursing.
3. During the course of her employment with Southside Regional Medical Center, Petersburg, Virginia:
  - a. On August 8, 2014, by her own admission, Ms. Jennings gave an incorrect dose of heparin to several dialysis patients. Ms. Jennings stated that she had been on leave prior to the incident,

during which time the facility changed the size of the vials. She mistakenly pulled the incorrect doses for these patients. Several patients required hospitalization for extended bleeding at the port site.

b. On April 21, 2014, by her own admission, Ms. Jennings administered an incorrect dose of Epogen and Zemplaron to a patient.

c. On September 28, 2011, and October 3, 2011, by her own admission Ms. Jennings failed to obtain lab tests for patients as ordered.

d. Between December 2009 and February 2010, by her own admission, Ms. Jennings failed to complete documentation on multiple patient charts.

3. Ms. Jennings' employment with SRMC was terminated.

### **CONCLUSIONS OF LAW**

Findings of Fact Nos. 3(a) through 3(d) constitutes 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 that Carol Jennings, L.P.N., be placed on INDEFINITE PROBATION for a period of two years of actual nursing practice and 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. Jennings has completed two years of active practice as a practical nurse. The license of Ms. Jennings 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, § 2.2-40000 et seq. and § 54.1-2400(9) of the Code.

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

3. Ms. Jennings 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 professional nurse who works the same shift and 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. Jennings shall have current and all prospective practice employers provide a written description of the employment setting to the Board for approval.

4. Ms. Jennings shall provide evidence within 60 days of entry of the Order that she has completed the following NCSBN online courses: *Documentation: A Critical Aspect of Client Care* and *Medication Errors: Detection & Prevention*.

5. Ms. Jennings 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 duplicate license fee as specified in the regulations governing nursing. Upon receipt, the Board shall issue a replacement licensed practical 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. Many of the required report forms are available on the Board's website for your convenience.

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

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

9. Ms. Jennings 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.

10. Ms. Jennings 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 shall be submitted whether Ms. Jennings has current practice employment or not.

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

15. Any violation of the terms and conditions of this Order or of any law or regulation affecting the practice of nursing in the Commonwealth of Virginia shall constitute grounds for the suspension or revocation of the license of Ms. Jennings and an administrative proceeding shall be convened to determine whether such license shall be suspended or revoked.

16. This order shall be applicable to Ms. Jennings’ multistate licensure privilege, if any, to practice practical nursing. For the duration of this Order, Ms. Jennings 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.

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. Jennings may, not later than 5:00 p.m., on June 10, 2015, notify Jay P. Douglas, 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:

*per* Gloria Mitchell-Lively  
Jay P. Douglas R.N., M.S.M., C.S.A.C., F.R.E.  
Executive Director, Virginia Board of Nursing

ENTERED: May 8, 2015

This Order shall become final on June 10, 2015, unless a request for a formal administrative hearing is received as described above.

**Certified True Copy**

By [Signature]  
**Virginia Board of Nursing**