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VA BD OF NURSING

COMMONWEALTH of VIRGINIA

Dianne L. Reynolds-Cane, M.D.
Director

Department of Health Professions

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9960 Mayland Drive, Suite 300
Henrico, Virginia 23233-1463

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TEL (804) 367- 4400
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August 29, 2011

Melissa Irene Snead
3172 Pleasant Gap Drive
Dry Fork, VA 24549

CERTIFIED MAIL

**DUPLICATE COPY
VIA FIRST CLASS MAIL**

RE: License No.: 0001-202190

DATE 8/29/11

Dear Ms. Snead:

Pursuant to Section 54.1-2409 of the Code of Virginia (1950), as amended, ("Code"), you are hereby given notice that your license to practice nursing in the Commonwealth of Virginia has been mandatorily suspended by the enclosed Order entered August 29, 2011. You are hereby advised that, pursuant to Section 54.1-2409.1 of the Code, any person who practices a profession or occupation after having their license or certificate to do so suspended shall be guilty of a felony. Please return your license to Jay P. Douglas, Executive Director of the Virginia Board of Nursing, at the above address, immediately upon receipt of this letter.

Section 54.1-2409 of the Code further provides that you may apply to the Board of Nursing ("Board") for reinstatement of your license, and shall be entitled to a hearing not later than the next regular meeting of the Board after the expiration of sixty days from the receipt of such reinstatement application. You have the following rights, among others: to be represented by legal counsel, to have witnesses subpoenaed on your behalf, to present documentary evidence and to cross-examine adverse witnesses. The reinstatement of your license shall require the affirmative vote of three-fourths of the members present of the Board of Nursing.

Should you wish to petition the Board of Nursing for reinstatement of your license, contact Jay P. Douglas, Executive Director, at the above address or (804) 367-4599.

Sincerely,

Dianne L. Reynolds-Cane, M.D., Director
Department of Health Professions

Enclosures
Case # 140339

VIRGINIA:

BEFORE THE DEPARTMENT OF HEALTH PROFESSIONS

**IN RE: MELISSA IRENE SNEAD, R.N.
 License No.: 0001-202190**

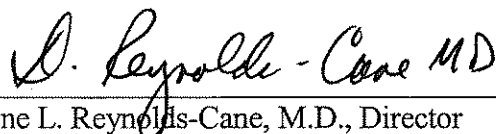
ORDER

In accordance with Section 54.1-2409 of the Code of Virginia (1950), as amended, ("Code"), I, Dianne L. Reynolds-Cane, M.D., Director of the Virginia Department of Health Professions, received and acted upon evidence that the privilege of Melissa Irene Snead, R.N., to practice nursing through the Nurse Licensure Compact in the State of North Carolina was revoked by Order to Revoke Privilege to Practice dated August 8, 2011. A certified copy of the Order to Revoke Privilege to Practice is attached to this Order and is marked as Commonwealth's Exhibit No. 1.

WHEREFORE, by the authority vested in the Director of the Department of Health Professions pursuant to Section 54.1-2409 of the Code, it is hereby ORDERED that the license of Melissa Irene Snead, R.N., to practice nursing in the Commonwealth of Virginia be, and hereby is, SUSPENDED.

Upon entry of this Order, the license of Melissa Irene Snead, R.N., will be recorded as suspended and no longer current. Should Ms. Snead seek reinstatement of her license pursuant to Section 54.1-2409 of the Code, she shall be responsible for any fees that may be required for the reinstatement and renewal of her license prior to issuance of her license to resume practice.

Pursuant to Sections 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 a public record and shall be made available for public inspection and copying upon request.



Dianne L. Reynolds-Cane, M.D., Director
Department of Health Professions

ENTERED: 8-29-11



COMMONWEALTH of VIRGINIA

Dianne L. Reynolds-Cane, M.D.
Director

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CERTIFICATION OF DUPLICATE RECORDS

I, Dianne L. Reynolds-Cane, M.D., Director of the Department of Health Professions, hereby certify that the attached Order to Revoke Privilege to Practice dated August 8, 2011, regarding Melissa Irene Snead, R.N., is a true copy of the records received from the North Carolina Board of Nursing.

D. Reynolds-Cane MD

Date: 8-29-11

Dianne L. Reynolds-Cane, M.D.

BEFORE THE NORTH CAROLINA BOARD OF NURSING
OF THE STATE OF NORTH CAROLINA

In the matter of)

Melissa Snead, Registered Nurse)

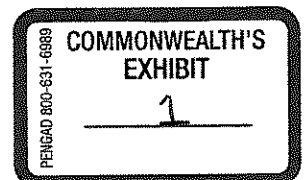
Certificate # 0001202190)

ORDER TO REVOKE PRIVILEGE TO PRACTICE

Pursuant to the authority vested by Article 9A, Chapter 90 of the General Statutes of North Carolina and Article 3A of Chapter 150B-38 of the General Statutes of North Carolina, the North Carolina Board of Nursing (hereafter referred to as the Board) **REVOKES** the RN Compact License as granted through the Nurse Licensure Compact of Melissa Snead, for violation of the terms of the North Carolina Nursing Practice Act.

1. Melissa Snead is the holder of Registered Nurse Certificate # 0001202190 which was issued by the Commonwealth of Virginia and is due to expire on June 30, 2012.
2. Ms. Snead was employed at Person Memorial Hospital in Roxboro, North Carolina from April 12, 2010 until her termination on May 17, 2011, working on her privilege to practice as granted through the Nurse Licensure Compact. By agreeing to work on her privilege to practice as granted through the Nurse Licensure Compact, the licensee agreed to comply with all the laws, rules and regulations of practice promulgated by the Boards in the party states in which she chose to practice.
3. On May 17, 2011, Ms. Snead was asked to submit to a random urine drug screen. The first attempt to provide a sample was unsuccessful, as there was not enough urine in the cup for the temperature strip to register. Ms. Snead was asked to provide another sample. Again, she was unable to produce a sufficient quantity of urine to test. The laboratory personnel noted that the tape on the faucet appeared tampered with, both times that Ms. Snead was in the bathroom attempting to produce a specimen. When Ms. Snead was questioned about the tape on the faucet being torn, she admitted that she had placed water in the cup because she was "desperate" as she had taken one of her mother's Percocet the day before.
4. Ms. Snead was terminated from the hospital. After the incident, the lab tech reported that following Ms. Snead's first attempt to produce the specimen, when her nurse manager left to get a cup of water for Ms. Snead, she offered the laboratory technician a large sum of money to falsify the test.
5. There had been another work performance issue with Ms. Snead when she failed to appropriately follow procedure in transcribing a medication order which resulted in thirty-seven (37) doses of medication being given at the wrong frequency and six (6) doses of medication being omitted.
6. Attempts to reach Ms. Snead to provide her an opportunity to explain these incidents have been unsuccessful.
7. The investigation determined the licensee has violated G. S. 90-171.37 (4) (5) (6) (7) and (8) and as further identified in Regulation 21 NCAC 36.0217 (c) (1) (11) and (22).
8. Therefore, the privilege to practice as granted through the Nurse Licensure Compact for Melissa Snead is hereby **REVOKED** and the licensee must **IMMEDIATELY CEASE AND DESIST** from the practice of nursing in North Carolina.

Snead



**BEFORE THE NORTH CAROLINA BOARD OF NURSING
OF THE STATE OF NORTH CAROLINA**

In the matter of)

Melissa Snead, Registered Nurse)

ORDER TO REVOKE PRIVILEGE TO PRACTICE

Certificate # 0001202190)

9. In accordance with Chapter 150B of the General Statutes, the licensee is entitled to a "Show Cause" Hearing before a majority of the members of the Board to determine why the Board should not take further action because of the licensee's failure to comply with the probationary conditions, including imposing further discipline.
10. The licensee is entitled to be represented by counsel and to present evidence and witnesses/testimony on the licensee's behalf.
11. Pursuant to North Carolina General Statute Section 150B-40(d), the licensee may not communicate, directly or indirectly, with any individual member of the Board about this matter. If the licensee or legal representative has questions, they should contact Donna H. Mooney, RN, MBA, Manager for Discipline Proceedings.
12. If the licensee is disputing the fact that the violations as alleged did occur, the licensee must file a written objection with the Board within ten (10) business days of the date of the notice of violations to Melissa Snead. The notice must contain with specificity the violations being disputed.
13. When the licensee has properly filed notice of objections with the Board, then the licensee will be notified of the exact date and time for the "Show Cause" Hearing. The Hearing will be held at the next scheduled Board meeting for which appropriate notice can be provided, or scheduled by consent of the parties.
14. Failure to return the written objection within the designated time period will be construed to mean the licensee is not contesting the matter and all further proceedings to which the licensee is otherwise entitled by law are hereby waived.

The license will then remain revoked until the licensee requests in writing the opportunity to appear before the Licensure Committee to petition for issuance of a license to practice in North Carolina.

15. This ORDER to REVOKE will be placed in the licensee's file and becomes a public record pursuant to the North Carolina Public Record Statute G.S. Chapter 132 and Board policy.
16. By not contesting the violations contained in this ORDER, the licensee is waiving the rights to a "Show Cause" Hearing, to challenge the validity of this ORDER and to any further proceedings to which the licensee may be entitled by law.
17. By contesting the violations contained in this ORDER, the licensee is requesting a "Show Cause" Hearing to be scheduled before a majority of the members of the Board or before the Board's Hearing Committee.

The licensee understands that a written objection with the specific violations/charges being disputed must be received within ten (10) business days of the date of this notice.

BEFORE THE NORTH CAROLINA BOARD OF NURSING
OF THE STATE OF NORTH CAROLINA

In the matter of)

Melissa Snead, Registered Nurse)

ORDER TO REVOKE PRIVILEGE TO PRACTICE

Certificate # 0001202190)

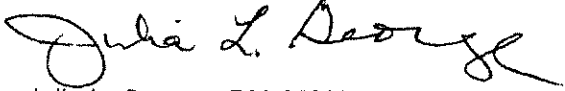
The subject of the "Show Cause" Hearing shall be limited to the specific reasons for which the probationary license was suspended/revoked.

When the licensee has properly filed notice of objection with the Board, then the Licensee will be provided a Hearing before the Board at the next scheduled Board meeting for which appropriate notice can be provided, or scheduled by consent of the parties.

18. In accordance with G.S. 90-171.27 (d) and Board policy derived therefrom, a fee may be assessed for disciplinary matters. A "Show Cause" Hearing is considered a discipline matter.

FAILURE TO RETURN THE ATTACHED PAGE WITHIN TEN (10) BUSINESS DAYS WILL RESULT IN THE LICENSEE WAIVING ALL RIGHTS TO CHALLENGE THE VALIDITY OF THIS ORDER OR TO ANY OTHER PROCEEDINGS TO WHICH THE LICENSEE MAY OTHERWISE BE ENTITLED BY LAW.

This the 8th day of August, 2011



Julia L. George, RN, MSN, FRE
Executive Director
North Carolina Board of Nursing