

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: LETITIA C. SALAZAR, C.N.A. REINSTATEMENT APPLICANT
Certificate No.: 1401-097081

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 February 9, 2015, in Henrico County, Virginia, to receive and act upon Letitia C. Salazar’s application for reinstatement of her certificate to practice as a nurse aide in Virginia. Ms. Salazar was present and was not represented by legal counsel.

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

FINDINGS OF FACT

1. Letitia C. Salazar was issued Certificate No. 1401-097081 to practice as a nurse aide in the Commonwealth of Virginia on March 20, 2003. Said certificate was indefinitely suspended by a Consent Order of the Board entered on November 17, 2010. This action was based on findings that Ms. Salazar pre-poured medications and documented them as being administered before they were given, failed to check blood pressures and apical pulses on residents with physician orders to do so prior to administration of medication, and falsified employment applications.

2. Ms. Salazar submitted an application for reinstatement of her certificate to practice as a nurse aide, which was received by the Board on September 12, 2014.

3. By letter dated January 12, 2015, the Board sent a Notice of Informal Conference (“Notice”) to Ms. Salazar notifying her that an informal conference would be held on February 9, 2015. The Notice was sent

by certified and first class mail to 5529 Orcutt Lane, Richmond, Virginia 23224, the address of record on file with the Board.

4. At the informal conference, Ms. Salazar stated that her suspension was the result of her allowing the pressures of her job to affect her performance. She indicated that she had learned a valuable lesson and that, going forward, she was always going to follow protocol. She also reported that she falsified her employment applications because she was desperate to gain employment. She feared that if she disclosed her employment terminations, she would not be hired. However, Ms. Salazar acknowledged the importance of truthfulness in nurse aide practice.

5. Ms. Salazar was diagnosed with depression in 2007. She stated that she has not taken any medication for depression since 2012. She indicated that she did not feel as “down” or “nervous” as she had before. She felt that she could focus and concentrate, and therefore, no longer needed the medication.

6. Ms. Salazar is currently employed in retail. She has not worked as a nurse aide since the suspension of certificate in November 2010.

7. Ms. Salazar provided several letters of recommendation in support of her application for reinstatement.

CONCLUSION OF LAW

The Committee concludes that Ms. Salazar has demonstrated satisfactory evidence that she is prepared to resume practice in a safe and competent manner.

ORDER

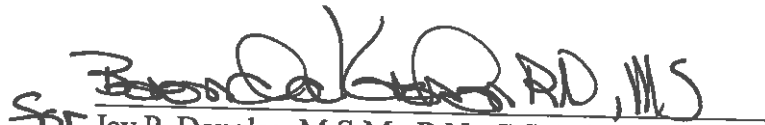
1. The application of Letitia C. Salazar for reinstatement of her certificate to practice as a nurse aide in Virginia is APPROVED. Upon successful completion of the NNAAP Examination, Ms. Salazar shall be issued an unrestricted certificate to practice as a nurse aide.

2. Ms. Salazar shall maintain a course of conduct in her capacity as a nurse aide commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Regulations Governing Certified Nurse Aides.

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. Salazar may, not later than 5:00 p.m., on **April 3, 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:


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

ENTERED: March 2, 2015

This Order shall become final on **April 3, 2015**, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By 
Virginia Board of Nursing