



COMMONWEALTH of VIRGINIA

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Director

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Virginia Board of Nursing
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NOTICE OF INFORMAL CONFERENCE BEFORE AN AGENCY SUBORDINATE

February 25, 2014

Tammy Garrison, R.N.
1151 Long Acre Road
Palmyra, Virginia 22963

CERTIFIED MAIL
7196 9008 9111 9190 2144

RE: VA License No.: 0001-150586
Expiration Date: September 30, 2015

Dear Ms. Garrison:

This letter is official notification that an informal conference of the Virginia Board of Nursing ("Board") will be held on **March 26, 2014, at 10:30 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia. In accordance with §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), this informal conference will be held before an agency subordinate of the Board of Nursing. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code. The agency subordinate will inquire into allegations that you may have violated certain laws and regulations governing nursing practice in Virginia.

Specifically:

1. You may have violated § 54.1-3007(6) of the Code in that you may be unable to safely practice nursing due to alcohol dependence or abuse, as evidenced by the following:

a. During the course of your employment with Western State Hospital, Staunton, Virginia, on or about July 29, 2013, co-workers observed an odor of alcohol about you, as well as difficulty with instructions, shakiness, and bloodshot eyes. You acknowledged that you had been drinking the night before.

b. In an interview with an investigator for the Department of Health Professions, you acknowledged a history of alcohol abuse.

2. You may have violated § 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 ("Regulations") in that you committed the following medication errors:

a. During the course of your employment with Western State Hospital, on or about July 30, 2013:

- i. You drew back a blood specimen into a pre-filled saline syringe.
- ii. You pre-poured patients' 12:00 p.m. medications at 10:00 a.m.
- iii. You crushed a patient's diazepam without a physician's order to do so;
- iv. You administered a whole tablet of lamotrigine to a patient instead of the ordered half-tablet.

b. During the course of your employment with Sunrise Senior Living/The Colonnades, Charlottesville, Virginia:

- i. On or about January 7, 8, and 18, 2013, you administered 40mg Celexa to a patient after the dose had been changed to 30mg.
- ii. On or about January 18, 2013, you attempted to administer eye drops and Boost supplement to the wrong patient.

3. You may have violated § 54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations in that you falsified employment applications as follows:

a. On the application for employment with Western State Hospital:

i. You stated that your reason for leaving Hospice of the Piedmont was "family circumstances/responsibilities," when, in fact, your employment with Hospice of the Piedmont was terminated on April 18, 2008, due to your failure to complete documentation.

ii. You failed to disclose your termination from Sunrise Senior Living/The Colonnades on January 22, 2013, for failing to follow physicians' orders.

b. On your application for employment with Sunrise Senior Living/The Colonnades, dated May 29, 2008, you failed to disclose your termination from Hospice of the Piedmont.

In its deliberations, the agency subordinate may use the Sanction Reference Points System, as contained in the Sanction Reference Manual. The manual, which is a guidance document of the Board, may be accessed at <http://www.dhp.virginia.gov/nursing>. Please click on *Guidance Documents*, then select #90-7. You may also request a paper copy from the Board office by calling (804) 367-4515.

After consideration of all information, the agency subordinate may:

- If the agency subordinate finds that there is insufficient evidence to warrant further action or that the charges are without foundation, notify you by mail that your record has been cleared of any charge which might affect your right to practice nursing in the Commonwealth;
- Recommend findings of fact, conclusions of law and a sanction, to include a reprimand, placing you on probation with terms, suspension or revocation of your license, or imposing a monetary penalty pursuant to § 54.1-2401 of the Code.

Further, the agency subordinate may refer this matter for a formal administrative proceeding pursuant to § 2.2-4020 of the Code.

Since the allegations listed above involve impairment, please be advised that you may make application to the Health Practitioners' Monitoring Program ("HPMP"), which is available to all health care practitioners licensed in Virginia. Information about the HPMP is enclosed. Should you enter into a written agreement with the HPMP prior to your informal conference, the agency subordinate will take that into consideration when making a recommendation in your case.

Board's Review of Agency Subordinate's Recommended Decision

If you **appear in person or by counsel at the informal conference**, the recommendation of the agency subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and move the case to formal hearing. If you do not agree with the decision of the Board, you have the right to a formal administrative hearing before the Board.

If you **fail to appear in person or by counsel at the informal conference**, the recommendation of the agency subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation. The Board's decision regarding the agency subordinate's recommendation is a final order that can only be appealed to circuit court as provided by Rule 2A:2 of the Supreme Court of Virginia.

You have the right to information that will be relied upon by the agency subordinate in making a decision. Therefore, I enclose a copy of the documents that will be distributed to the agency subordinate, and will be considered when discussing the allegations with you and when deliberating upon your case. **These documents are enclosed only with the original notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

To facilitate this proceeding, you should submit five copies of any documents you wish the agency subordinate to consider to the Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Richmond, VA 23233, by March 20, 2014. Your documents may not be submitted by facsimile or email.

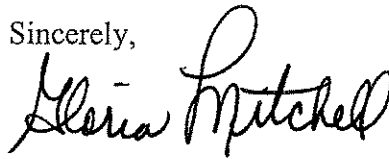
You may be represented by an attorney at the informal conference. If you obtain counsel, you should do so as soon as possible, because absent good cause to support a request for a continuance, the informal conference will be held on March 26, 2014. A request to continue this proceeding must state **in**

detail the reason for the request and must establish good cause. Such request must be made, in writing, to me at the address listed on this letter and must be received by 12 noon on March 20, 2014. Only one such motion will be considered. Absent critical circumstances, such as personal or family illness, a request for a continuance after March 20, 2014, will not be considered.

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Please advise the Board, in writing, of your intention to be present. If you have any questions regarding this notice, please contact this office, at (804) 367-4502.

Sincerely,



Gloria D. Mitchell, R.N., M.S.N., M.B.A.
Deputy Executive Director, Discipline

GDM/sts

Enclosures

cc: Anne Joseph, Deputy Director, Administrative Proceedings Division
Kelli Moss, Senior Investigator (Case no. 152099)
Agency Subordinate
Peggy Wood, Monitoring Program Manager