

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:       LESLIE RAYMOND, L.P.N.**  
**License No.: 0002-076551**

**ORDER**

In accordance with §§ 2.2-4019, 2.2-4021 and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), an informal conference was conducted on behalf of the Board of Nursing ("Board") on March 26, 2014, in Henrico County, Virginia. Leslie Raymond, L.P.N., was present and was not represented by legal counsel. Jane Elliott, R.N., Ph.D., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On May 21, 2014, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Raymond was not present nor was she represented by legal counsel.

Based upon its review of the Recommended Decision of the Agency Subordinate, the Board makes the following Findings of Fact and Conclusions of Law and issues the following Order.

**FINDINGS OF FACT**

1. Leslie Raymond, L.P.N., was issued License No. 0002-076551 to practice practical nursing in Virginia on August 21, 2007. The license is scheduled to expire on February 29, 2016. She previously held License No. 193061 to practice nursing in the State of Texas, which expired in 2007. Her primary state of residence is Michigan.
2. By letter dated February 25, 2014, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Raymond notifying her that an informal conference would be held on March 26, 2014. The Notice was sent by certified and first class mail to 184 S. Charles Street, Strasburg, Virginia 22657, the address of record then on file with the Board of Nursing. The Notice was also sent to 20 East Acacia Blvd., Battle Creek, Michigan 49015, a secondary address.

3. During the course of her employment with Winchester Medical Center, Winchester, Virginia, from February to April 2013, by her own admission, Ms. Raymond diverted hydromorphone (Schedule II) from hospital supplies for the unauthorized use of another individual. She accomplished the diversion by taking unused and unwasted portions of medications that she administered to patients.

4. Ms. Raymond stated at the informal conference that she stole the narcotics, as well as unused needles, for a friend who was trying to kick a heroin habit. She described herself as emotionally vulnerable and manipulated into stealing the drugs by a potential romantic partner. She also stated that she gave this individual her own narcotic medications, which she was prescribed for pain following heart surgery.

5. When Ms. Raymond's supervisor and the Human Resources Department were informed of her drug diversion, they advised Ms. Raymond to enter into the Health Practitioners' Monitoring Program ("HPMP"). Ms. Raymond entered into a Participation Contract with the HPMP on May 13, 2013. She entered into a Recovery Monitoring Contract on June 12, 2013. She was dismissed from HPMP on August 30, 2013, after notifying her case manager that she was moving back to Michigan, for failure to enter and complete treatment as recommended, failure to comply with the toxicology screening program, and failure to submit monthly reports. While in HPMP, she was assessed and was not determined to have a substance abuse diagnosis. Her diagnoses included PTSD, anxiety disorder, and relational problems.

6. Ms. Raymond stated at the informal conference that she quit her job in Virginia and moved back to Michigan to be with her family in June or July of 2013. She stated that she planned to stay in Michigan. She is currently employed in a non-nursing capacity.

7. Ms. Raymond stated that she currently is in individual counseling with a community mental health provider in Michigan. She is prescribed Cymbalta for depression and Norco (Schedule III) for pain.

**CONCLUSIONS OF LAW**

Finding of Fact No. 3 constitutes a violation of § 54.1-3007(2) and (5) of the Code and 18 VAC 90-20-300(A)(2)(c) of the Regulations Governing the Practice of Nursing.

**ORDER**

WHEREFORE, it is hereby ORDERED as follows:

1. License No. 0002-076551 of Leslie Raymond, L.P.N., is INDEFINITELY SUSPENDED.
2. The license will be recorded as suspended and no longer current.
3. At such time as Ms. Raymond shall petition the Board for reinstatement of her license, an administrative proceeding will be convened to determine whether she is capable of resuming the safe and competent practice of nursing. Ms. Raymond shall be responsible for any fees that may be required for the reinstatement and renewal of the license prior to issuance of the license to resume practice.
4. This suspension applies to any multistate privilege to practice practical nursing.

Pursuant to § 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.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Raymond may, not later than 5:00 p.m., on July 7, 2014, 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 BOARD:

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

ENTERED: *June 3, 2014*

This Order shall become final on July 7, 2014, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By *D. Tamez*  
Virginia Board of Nursing