

the HPIP in October 2002.

b. Ms. Thomas was again dismissed from the HPIP on December 12, 2003 due to her failure to submit required urine toxicology screens on January 13, 2003, February 14, 2003, June 25, 2003, June 27, 2003, July 11, 2003, October 27, 2003, and November 7, 2003. Ms. Thomas testified that she was hospitalized and/or too ill to perform urine drug screens on June 25 and 27, 2003, as well as July 11, 2003, and that she had relayed this information to her HPIP case manager. Ms. Thomas also testified that she missed her October 27, 2003 urine drug screen due to a death in her family, and she missed her November 7, 2003 urine drug screen because she had been informed of her imminent dismissal from the HPIP.

3. Ms. Thomas violated § 54.1-3007(6) of the Code, in that:

a. Ms. Thomas acknowledged impairment due to her bipolar disorder in a Recovery Monitoring Contract that she executed with the HPIP on March 31, 2003. Further, Ms. Thomas acknowledged impairment resulting from mental illness in a revised Recovery Monitoring Contract that she signed with the HPIP on October 6, 2003.

b. On or about September 2002, Ms. Thomas' treating psychiatrist reported that she periodically becomes hypomanic and requires monitoring.

4. Ms. Thomas violated § 54.1-3007(2) and (6) of the Code, and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations of the Board, in that:

a. During the course of Ms. Thomas' employment with Westminster at Lake Ridge, Lake Ridge, Virginia, by her own admission, on or about July 10, 2000, she forged two (2) prescriptions for phentermine hydrochloride (Schedule IV) using an old prescription

pad of Nalin Patel, M.D., the facility medical director, and the names of Residents A and B as patients. As a result, Ms. Thomas' employment was suspended indefinitely and subsequently terminated upon her resignation.

b. By Ms. Thomas' own admission, at the time of the above incident, she had discontinued self-administration of the medications required by her mental health diagnosis of bipolar disorder and did not realize the need for constant medication to maintain good judgment.

c. On or about July 12, 2000, Ms. Thomas was arrested and charged with a felony, to wit: "make or utter a false or forged prescription or written order." On or about September 28, 2000, in the Circuit Court of Prince William County, Virginia, Ms. Thomas pled guilty to a misdemeanor charge of possession of paraphernalia. Ms. Thomas was sentenced to six (6) months in jail, with six (6) months suspended, placed on probation for six (6) months, and required to undergo a substance abuse screening and assessment and treatment if deemed necessary.

d. Ms. Thomas falsified her application for employment with Woodbridge Nursing Center, Woodbridge, Virginia, dated July 25, 2000. Specifically:

i. Ms. Thomas checked "no" to the question, "Do you have any pending charges?" despite her July 12, 2000, arrest on felony charges; and

ii. Ms. Thomas indicated she had left employment at Westminster Lake Ridge because she was "unable to decrease hours to PRN status" when in fact her employment had been terminated upon her admission of forgery.

e. Ms. Thomas falsified her application for employment with Woodbridge Nursing Center, Woodbridge, Virginia, dated May 12, 2001. Specifically:

i. Ms. Thomas failed to list her employment with Westminster Lake Ridge on the application;

ii. Ms. Thomas checked “no” to the question, “Have you ever been convicted of a crime or served a jail sentence?” despite her September 2000 misdemeanor conviction; and

iii. Ms. Thomas checked “no” to the question “Have you ever been discharged from a job?” despite her termination by Westminster Lake Ridge.

5. On April 29, 2004, Ms. Thomas re-entered the HPIP when she signed a Participation Contract with the HPIP. Ms. Thomas provided a copy of this signed contract to the Committee. On June 29, 2004, Ms. Thomas signed a Recovery Monitoring Contract (“Contract”) with the HPIP; she provided a copy of this signed contract to the Committee.

ORDER

On the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, hereby ORDERS that NO ACTION be taken at this time against Paula K. Thomas, who holds License No. 0002-040099, contingent upon the following terms and conditions:

1. Ms. Thomas shall comply with all terms and conditions of the Contract with the HPIP for the period specified in the Contract.

2. Any violation of the terms and conditions stated in this Order shall be reason for

revoking the license of Ms. Thomas, and an administrative proceeding shall be held to decide whether her license shall be revoked. Ms. Thomas shall be noticed to appear before a Committee at such time as the Board is notified that:

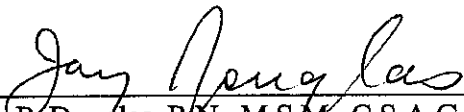
- a. Ms. Thomas is not in compliance with the terms and conditions of the HPIP, or has been terminated from participation in the HPIP, or
- b. There is a pending investigation or unresolved allegations against Ms. Thomas involving a violation of law, regulation or any term or condition of probation or this order, or
- c. Ms. Thomas has successfully completed the above-referenced period of participation in the HPIP. However, upon receipt of evidence of Ms. Thomas' participation in and compliance with the HPIP, the Committee, at its discretion, may waive Ms. Thomas' appearance before the Committee, and conduct an administrative review of this matter.

Pursuant to Sections 2.2-4023 and 54.1-2400.2 of the Code, as amended, 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 or copying on request.

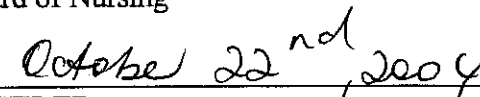
If Ms. Thomas does not consent to the committee's decision and desires a hearing before the Board or a panel thereof, she shall notify, in writing, Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, 6603 W. Broad Street, Fifth Floor, Richmond, Virginia 23230-1717 within thirty-three (33) days from the date of entry of this Order. This Order shall become final upon the expiration of the thirty-three (33) day period unless a written request for a formal hearing is received within such time. Upon receiving timely request for a hearing, the Board

or panel thereof shall then proceed with a hearing as provided in §§ 2.2-4020 and 2.2-4021 of the Code.

FOR THE BOARD



Jay P. Douglas, R.N., M.S.M., C.S.A.C.
Executive Director for the
Board of Nursing



ENTERED

Paula K. Thomas, L.P.N.

Certificate of Service

I hereby certify that a certified true copy of the foregoing Order was mailed on this day to Paula K. Thomas, L.P.N., at 15064 Copper Turtle Place, Woodbridge, Virginia 22193.

Jay Douglas
Jay P. Douglas, R.N., M.S.M., C.S.A.C.
Executive Director for the
Board of Nursing

October 22nd, 2004
Date

Certified True Copy
By KB 10/22/04
Virginia Board of Nursing