

VIRGINIA:

BEFORE THE BOARD OF NURSING

**IN RE: MELISSA L. SYKES, C.N.A.
Certificate No.: 1401-081684**

CONSENT ORDER

The Virginia Board of Nursing ("Board") and Melissa L. Sykes, C.N.A., as evidenced by her signature hereto, enter into the following Consent Order affecting Ms. Sykes' certificate to practice as a nurse aide in Virginia.

The Board adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Melissa L. Sykes, C.N.A., was issued Certificate No. 1401-081684 to practice as a nurse aide by the Virginia Board of Nursing on February 2, 2000. Said certificate is set to expire on February 28, 2014.
2. During the course of her employment with Amerisist of Culpeper, Virginia, on five shifts between July 20 and August 4, 2013, Ms. Sykes documented administering medications when she was not on duty and the medications were actually administered by an individual who was not registered to do so.
3. There was no patient harm as a result of Ms. Sykes' actions.

CONCLUSIONS OF LAW

Finding of Fact No. 2 constitutes a violation of § 54.1-3007(2), (3) and (5) of the Code and 18 VAC 90-25-100(2)(d) of the Regulations Governing Certified Nurse Aides.

CONSENT

Melissa L. Sykes, C.N.A., by affixing her signature hereon, agrees to the following:

1. She has been advised to seek advice of counsel prior to signing this document;
2. She acknowledges that without her consent, no legal action can be taken against her except pursuant to the Virginia Administrative Process Act, § 2.2-4000(A) *et seq.* of the Code;

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3. She acknowledges that she has the following rights, among others: the right to an informal fact finding conference before the Board, the right to reasonable notice of said hearing, the right to representation by counsel, and the right to cross-examine witnesses against her;

4. She waives all such right to an informal conference;

5. She admits to the Findings of Fact and Conclusions of Law contained herein and waives her right to contest such Findings of Fact and Conclusions of Law in any subsequent proceeding before the Board;

6. She consents to the entry of the following Order affecting her right to practice as a nurse aide in Virginia.

ORDER

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS as follows:

1. Melissa L. Sykes, C.N.A., is hereby REPRIMANDED.

2. Ms. Sykes 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 Consent 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 upon request.

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FOR THE BOARD

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

ENTERED: March 10, 2014

SEEN AND AGREED TO:

Melissa L. Sykes, CNA
Melissa L. Sykes, C.N.A.

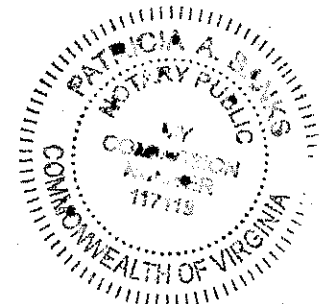
COMMONWEALTH OF VIRGINIA,
COUNTY/CITY OF Culpeper, TO WIT:

Subscribed and sworn to before me, *Patricia A Banks*, a Notary Public, this 28th day of February, 2014.

My commission expires Oct 31, 2015.

Registration Number 117119

Patricia A Banks
NOTARY PUBLIC



Certified True Copy

By *[Signature]*
Virginia Board Of Nursing