

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: NORMA CRAWFORD, L.P.N.
License No.: 0002-048341

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 January 5, 2012, in Henrico County, Virginia. Norma Crawford, 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 March 21, 2012, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Crawford 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. Norma Crawford, L.P.N., was issued License No. 0002-048341 to practice practical nursing in Virginia on November 17, 1993. By Order of the Board entered November 17, 1993, Ms. Crawford was reprimanded and her application approved, after stealing \$200.00 from a resident while she was employed with Carriage Hill Retirement Center, Bedford, Virginia. The license is scheduled to expire on February 28, 2013. Ms. Crawford's primary state of residence is Virginia.

2. By letter dated December 9, 2011, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Crawford notifying her that an informal conference would be held on

January 5, 2012. The Notice was sent by certified and first class mail to P. O. Box 1168, Amherst, Virginia 24521, the address of record on file with the Board of Nursing.

3. By her own admission, in 2008, during the course of her employment with Blue Ridge Medical Center, Arrington, Virginia, Ms. Crawford diverted Stadol (Schedule V) and Phenergan (Schedule VI) injectables for her personal and unauthorized use approximately 13 times. Ms. Crawford altered patients' medication administration records to cover her diversion of the Stadol.

4. On October 21, 2008, Ms. Crawford entered into a Participation Contract with the Health Practitioners' Monitoring Program ("HPMP"), where she admitted that she has a substance abuse disorder. Ms. Crawford signed several Recovery Monitoring Contracts, with the most recent being April 11, 2011. In March 2009, Ms. Crawford was given a stay from disciplinary action by the HPMP. On August 10, 2011, Ms. Crawford was dismissed from the HPMP for non-compliance with her contract, and on July 7, 2011, the stay from disciplinary action was vacated. The HPMP learned that Ms. Crawford was working without permission since 2008, and had missed several urine drug screens.

5. Ms. Crawford stated that although she had not been approved to work in a health care position by the HPMP, she continued to work "casually" as a nurse after her entry into the HPMP. Ms. Crawford stated that she needed to work in order to support her daughter and herself.

6. Ms. Crawford was unsure of her sobriety date, but stated that she attends 10 – 12 Narcotics Anonymous meetings a month.

7. Ms. Crawford stated that she had been treated with Stadol and Phenergan for migraine headaches since she was in her early 20's and then used Stadol nasal spray.

8. Ms. Crawford successfully completed an outpatient continuum care program at the Central Virginia Community Services Board in January 2009, and an aftercare program in April 2009. Ms.

Crawford expressed a willingness and desire to return to the HPMP.

9. Ms. Crawford stated that she is currently working for Lynchburg Health and Rehabilitation, Lynchburg, Virginia. Ms. Crawford stated that she is now honest with her employer regarding her involvement with the HPMP, and they appear to be supportive. Ms. Crawford stated that she informed her employer about this informal conference and they were aware that she would be attending.

CONCLUSIONS OF LAW

1. Finding of Fact No. 3 constitutes a violation of § 54.1-3007(2), (5), (6) and (8) of the Code and 19 VAC 90-20-300(A)(2)(c) and (e) of the Regulations Governing the Practice of Nursing (“Regulations”).

ORDER

WHEREFORE, it is hereby ORDERED as follows:

1. License No. 0002-048341 of Norma Crawford to practice practical nursing is INDEFINITELY SUSPENDED.
2. The license will be recorded as suspended and no longer current.
3. At such time as Ms. Crawford 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 practical nursing. Ms. Crawford 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 shall be STAYED upon proof of entry into the HPMP. At such time, the indefinite suspension shall be STAYED and the following terms and conditions shall apply:
 - a. Ms. Crawford shall comply with all terms and conditions for the period specified

by the HPMP.

b. Any violation of the terms and conditions stated in this Order shall be reason for summarily rescinding the stay of indefinite suspension of the license of Ms. Crawford, and an administrative proceeding shall be held to determine whether her license shall be revoked. The stay of indefinite suspension may be summarily rescinded at such time the Board is notified that:

- i. Ms. Crawford is not in compliance with the terms and conditions specified by the HPMP;
- ii. Ms. Crawford's participation in the HPMP has been terminated;
- iii. There is a pending investigation or unresolved allegation against Ms. Crawford involving a violation of law, regulation, or any term or condition of this order.

5. Upon receipt of evidence of Ms. Crawford's participation and successful completion of the HPMP, the Board, at its discretion, may waive Ms. Crawford's appearance before a Committee and conduct an administrative review of this matter, at which time she may be issued an unrestricted license.

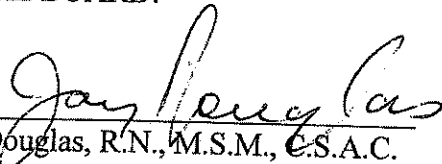
6. This Order is applicable to Ms. Crawford's multistate licensure privileges, if any, to practice Ms. Crawford in the Commonwealth of Virginia. For the duration of this Order, Ms. Crawford shall not work outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board of Nursing and the Board of Nursing in the party state where Ms. Crawford wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

7. Ms. Crawford shall maintain a course of conduct in her capacity as a practical nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

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. Crawford may, not later than 5:00 p.m., on **May 7, 2012**, notify Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that he/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:


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

ENTERED: April 4th, 2012

This Order shall become final on **May 7, 2012**; unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By 
Virginia Board of Nursing