

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:       NEKIA FORD, L.P.N.**  
**License No.: 0002-082250**

**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 July 30, 2013, in Henrico County, Virginia. Nekia Ford, L.P.N., was present and was represented by Ramon Rodriguez, Esquire. Janet Younger, R.N., P.N.P., Ph.D., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On September 18, 2013, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Ford 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.     Nekia Ford, L.P.N., was issued License No. 0002-082250 to practice practical nursing in Virginia on April 13, 2010. The license is scheduled to expire on September 30, 2014. Her primary state of residence is Virginia.
2.     By letter dated July 2, 2013, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Ford notifying her that an informal conference would be held on July 30, 2013. The Notice was sent by certified and first class mail to P.O. Box 3793, Petersburg, Virginia 23805, the address of record on file with the Board of Nursing.
3.     During the course of her employment with Maxim Healthcare Services, Richmond, Virginia, while assigned to care for Patient A:

a. Ms. Ford documented working from 7:00 p.m. on November 14, 2012 to 8:00 a.m. on November 15, 2012, but she actually arrived at the patient's home at 8:00 p.m. and left at 6:00 a.m.

b. Ms. Ford documented working from 7:00 p.m. on November 16, 2012 to 7:00 a.m. on November 17, 2012 and from 7:00 a.m. to 12:00 p.m. on November 17, 2012, but she actually arrived at the patient's home at 8:00 p.m. on November 16, 2012 and left at 8:00 a.m. on November 17, 2012.

4. During the course of her employment with American Critical Care Services, Richmond, Virginia:

a. Ms. Ford documented working from 10:00 p.m. on February 17, 2013 to 6:00 a.m. on February 18, 2013, but she actually arrived at the patient's home at 10:55 p.m. and left at 5:30 a.m.

b. Ms. Ford documented working from 10:00 a.m. to 6:00 p.m. on February 24, 2013, but she actually arrived at 10:45 p.m. and left at 5:30 a.m.

5. Ms. Ford's employment with Maxim was terminated in November 2012 for falsification of her time records. Her employment with American Critical Care Services was terminated in February 2013 for falsification of her time records.

6. During the course of her employment with American Critical Care Services, home health care clients reported that Ms. Ford was found sleeping on duty on three separate occasions.

7. On her application for employment with Maxim, dated February 2, 2012, and on her application for employment with ProNurses, dated January 10, 2012, Ms. Ford stated that her reason for leaving prior employment at Riverview on the Appomattox and at Prison Health Services was "personal" when, in fact, her employment at each of those facilities had been terminated.

8. Since being licensed to practice nursing in April 2010, Ms. Ford has had nine employers and has been terminated from four positions. At the informal conference, she stated that she was currently working for Welcome Home Home Care, PRN, and that she had one client.

**CONCLUSIONS OF LAW**

1. Findings of Fact Nos. 3 and 4 constitute a violation of § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(e) and (f) of the Regulations Governing the Practice of Nursing (“Regulations”).
2. Finding of Fact No. 7 constitutes a violation of § 54.1-3007(2) and (5) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations.

**ORDER**

WHEREFORE, it is hereby ORDERED as follows:

1. Nekia Ford, L.P.N., is hereby REPRIMANDED.
2. Ms. Ford shall provide the Board with verification that she has completed the following online NCSBN course within 60 days of the entry of this Order: *Professional Accountability and Legal Liability for Nurses*.
3. Ms. Ford 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.
4. Any violation of the terms and conditions of this Order or of any law or regulation affecting the practice of nursing in the Commonwealth of Virginia shall constitute grounds for the suspension or revocation of the license of Ms. Ford, and an administrative proceeding shall be convened to determine whether such license shall be suspended or revoked.

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. Ford may, not later than 5:00 p.m., on

November 11, 2013, 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:

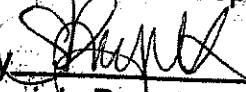


Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E.  
Executive Director  
Virginia Board of Nursing

ENTERED: October 8<sup>th</sup>, 2013

This Order shall become final on November 11, 2013 unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By   
Virginia Board of Nursing