

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: MARINA L. SNODGRASS, R.N.
License No. : 0001-134342

ORDER

Pursuant to §§ 9-6.14:12 and 54.1-110 of the Code of Virginia (1950), as amended, a formal administrative hearing of the Virginia Board of Nursing ("Board"), composed of a quorum of the Board, was held on November 20, 1996 in Henrico County, Virginia. The purpose of the formal hearing was to receive and act upon evidence concerning the allegations in the Notice of Hearing dated October 18, 1996. Marina L. Snodgrass, R.N., appeared in person and was represented by Nancy A. Frank, Esquire. The case was presented by Pamela L. Harris, Senior Legal Assistant, Administrative Proceedings Division. Howard Casway, Assistant Attorney General, was present as legal counsel for the Board.

Upon consideration of the evidence presented, the Board adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Marina L. Snodgrass, R.N., holds license number 0001-134342 issued by the Virginia Board of Nursing.
2. During the course of her employment with Avanté at Waynesboro, Waynesboro, Virginia:
 - A. On or about October 13, 1995, Ms. Snodgrass received an oral warning for poor work quality, and failing to complete the treatment records on a newly admitted patient.
 - B. On or about November 15, 1995, Ms. Snodgrass displayed unprofessional and inappropriate behavior, in that, in the presence of the patient, by her own admission, she instructed the staff to let Patient A lay on the floor after he had fallen out of his wheelchair, and stated, "Let him lay there; he thinks he can walk, maybe this will teach him that he can't", or words to that effect. As a result of this incident, Ms. Snodgrass was placed on suspension, on or about

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November 16, 1995. She subsequently resigned her position on or about November 20, 1995.

3. During the course of her employment with King's Daughter Hospital-Augusta Medical Center, Fishersville, Virginia, while initially employed as a Licensed Practical Nurse from August 1988 to September 1993 and thereafter as a Registered Nurse until August 1994 at which time she was terminated, Ms. Snodgrass was counseled several times about her unprofessionalism; her failure to relay orders to her team members, and her failure to completely and thoroughly execute her assignments.

CONCLUSIONS OF LAW

Based upon the foregoing Findings of Fact, the Board concludes that Marina L. Snodgrass, R.N., has violated § 54.1-3007(2) and (5) of the Code of Virginia (1950), as amended, and 18 VAC 90-20-300-(A)(2)(e) (formerly § 4.1(A)(2)(e)) of the Regulations of the Board of Nursing.

ORDER

WHEREFORE, on the basis of the foregoing Findings of Fact and Conclusions of Law, it is hereby ORDERED, effective upon entry of this Order, that Marina L. Snodgrass, R.N., be placed on PROBATION subject to the following terms and conditions:

1. The period of probation shall begin on the date that this Order is final and shall end upon completion of eighteen (18) months of employment as a Registered Nurse.
2. All written reports required by this Order shall be sent to the Board office with the first report being received no later than thirty (30) days following the date that this Order is final. Subsequent reports must be received quarterly by the last day of the months of March, June, September and December until the period of probation ends.
3. Ms. Snodgrass shall inform her nursing employer and each future nursing employer that the Board has placed her on probation and shall provide her employer with a copy of this Order. If, at any time, Ms. Snodgrass is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is on probation.
4. Ms. Snodgrass shall practice nursing only in a structured, supervised employment setting satisfactory to the Board for the first twelve (12) months. This employment setting shall provide

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supervision by a physician, registered nurse, or licensed practical nurse, who is located in the same building; works the same shift; and holds an unrestricted license. Before changing employment, Ms. Snodgrass shall have her prospective employer provide a written description of the structured, supervised employment setting to the Board office for approval.

5. Ms. Snodgrass shall inform the Board in writing within ten (10) days of any change of employment including the name and address of the new employer as well as the date she began employment. Ms. Snodgrass shall inform the Board in writing within ten (10) days of any interruption in nursing practice.

6. Ms. Snodgrass shall enroll in and successfully complete thirty (30) hours of continuing education or a semester course in the role of the professional nurse and will not practice until she has provided written evidence to the Board of satisfactory completion of the thirty (30) hours of continuing education or semester course and has received permission from the Board to do so.

7. Ms. Snodgrass shall direct her nursing employer to provide written nursing performance evaluations to the Board as stated in term number 2.

8. Written reports shall be provided by Ms. Snodgrass which will include her current address and current employment, if any. These reports shall be sent to the Board office as stated in term number 2.

9. Ms. Snodgrass shall return all copies of her current license to practice professional nursing to the Board office within ten (10) days of the date of entry of this Order. Upon receipt of the old license and a \$15.00 fee, the Board shall issue a new license marked PROBATION WITH TERMS.

10. Ms. Snodgrass, as a Registered Nurse, shall conduct herself in compliance with the requirements of Title 54.1, Chapter 30 of the Code of Virginia (1950), as amended, and the Board of Nursing Regulations.

It is further ORDERED that if Ms. Snodgrass chooses to reinstate her license as a practical nurse, said license shall be placed on PROBATION subject to the aforementioned terms and conditions.

As provided by Rule 2A:2 of the Supreme Court of Virginia, Ms. Snodgrass has thirty (30) days from the date she actually receives this decision or the date it is mailed to her, whichever occurs first, within which to appeal this decision by filing a Notice of Appeal with Nancy K. Durrett, R.N., M.S.N., Executive

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Director, Virginia Board of Nursing. In the event that this decision is served by mail, three (3) days are added to that period.

Pursuant to § 9-6.14:14 of the Code of Virginia, 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 release, inspection and copying upon request.

FOR THE BOARD:

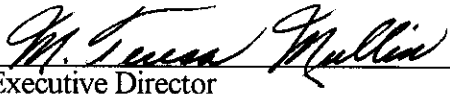
M. Teresa Mullin
for Nancy K. Durrett, R.N., M.S.N.
Executive Director

ENTERED: December 10, 1996

M. L. Snodgrass, R.N.

Certificate of Service

I hereby certify that a true copy of the foregoing Order was mailed to Marina L. Snodgrass, R.N., at 734 Amherst Road, Staunton, Virginia 24401, and her counsel, Nancy A. Frank, Esquire, Edmunds & Willetts, P.C., 110 North Wayne Avenue, P. O. Drawer 1617, Waynesboro, Virginia 22980 on the 11th day of December, 1996.

for 
Executive Director
Board of Nursing