

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE:

MARINA SNODGRASS, R.N.

ORDER

Pursuant to § 2.2-4019, § 2.2-4021, § 54.1-2400(10) and § 54.1-3010 of the Code of Virginia (1950), as amended (the "Code"), a Special Conference Committee ("Committee") of the Board of Nursing met on August 12, 2003, in Henrico County, Virginia, to review the compliance of Marina Snodgrass, R.N., with the terms and conditions of probation imposed upon her in her practice as a professional nurse in Virginia, as set forth in an Order of the Board entered December 10, 1996, and to receive and act upon evidence that she may have violated certain laws and regulations governing the practice of nursing in Virginia. Ms. Snodgrass was present and was not represented by counsel. Upon consideration of the evidence presented, the Committee adopted the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. Marina Snodgrass, R.N., holds License No. 0001-134342 issued by the Virginia Board of Nursing.
2. Pursuant to an Order entered December 10, 1996, Ms. Snodgrass was placed on probation, with terms and conditions to include eighteen (18) months of employment as a registered nurse and practice in a structured, supervised setting for the first twelve (12) months.
3. Ms. Snodgrass violated Term No. 4 of the Order, in that she failed to practice nursing in a structured, supervised setting approved by the Board.
 - a) On or about September 17, 2001, she began employment at Kings Daughters Community Health and Rehabilitation Center, Staunton, Virginia. On or about October 9, 2001, she submitted a request for approval along with a copy of the job description.

By letter dated November 8, 2001, the Board approved this position.

- b) On or about October 16, 2002, she accepted employment at Kings Daughter Augusta Health Care; however, she failed to submit a request for approval along with a copy of the job description. She later declined this position.
- c) On or about October 17, 2002, she accepted employment at Ambition Health Services, a staffing agency, prior to receiving Board approval. On October 17, 23 and 25, 2002, she accepted assignments at Avante Nursing Home; and on October 13 and 28, 2002, she accepted assignments at Oak Hill Nursing Home. On or about October 30, 2002, she submitted a request for approval. By letter dated January 14, 2003, the Board denied this position.

4. Ms. Snodgrass violated Term No. 5 of the Order, in that she failed to inform the Board in writing within ten (10) days of any change of employment.

- a) On or about September 23, 2002, she submitted her resignation to Kings Daughters Community Health and Rehabilitation Center, effective September 13, 2002. She notified the Board on the June 30 – September 30, 2002, self report received October 1, 2002.
- b) On or about October 17, 2002, she accepted employment at Ambition Health Services and notified the Board on or about October 30, 2002.

5. During the course of her employment with Kings Daughters Community Health and Rehabilitation Center, Staunton, Virginia:

- a) Ms. Snodgrass violated § 54.1-3007(2) of the Code, in that, on or about June 7, 2002, she received a written warning for poor job performance, medication errors and her attitude regarding important patient issues. She was transferred to another unit, with 60 days monitoring and the stipulation that if her job performance did not improve during

the 60-day period, her employment would be terminated.

- b) Ms. Snodgrass violated § 54.1-3007(5) of the Code, in that, on or about May 15, 2002, she failed to administer a resident's medication as ordered. As a result, she received a written warning on or about June 7, 2002, for excessive medication errors.

ORDER

On the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, hereby ORDERS that Marina Snodgrass, R.N., be CONTINUED on PROBATION subject to the terms and conditions stated in the Order entered December 10, 1996. Further, the Board hereby amends Term No. 4 as follows:

Ms. Snodgrass shall practice nursing only in a structured, supervised employment setting satisfactory to the Board for eight (8) months from the date this Order is final. This employment setting shall provide on-site supervision by a physician or professional nurse who works the same shift, on the same level of the building; and holds an unrestricted license. For all current nursing employment, and before beginning or changing nursing employment during this period, Ms. Snodgrass shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Ms. Snodgrass, and an administrative proceeding shall be held to decide whether her license shall be revoked.

Pursuant to § 2.2-4023 of the Code of Virginia (1950), as amended, the signed original of this 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 on request.

If Ms. Snodgrass 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 of Virginia (1950), as amended.

FOR THE BOARD

Jay Douglas

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

August 21ST, 2003

ENTERED

Certificate of Service

I hereby certify that a certified true copy of the foregoing Order was mailed on this day to Marina Snodgrass, R.N., at 734 Amherst Road, Staunton, Virginia 24401.

Jay Douglas

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

August 21ST, 2003

Date

Certified True Copy
By *RB* 8/21/03
Virginia Board of Nursing