

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE:

**TASHA CREASY, L.P.N.
License No.: 0002-073970**

ORDER

Pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended (“Code”), a Special Conference Committee (“Committee”) of the Virginia Board of Nursing (“Board”) met on August 8, 2012, in Henrico County, Virginia, to inquire into evidence that Tasha Creasy, L.P.N., may have violated certain laws and regulations governing practical nursing practice in Virginia. Ms. Creasy was present and was not represented by legal counsel.

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

FINDINGS OF FACT

1. Tasha Creasy, L.P.N., was issued License No. 0002-073970 to practice practical nursing in the Commonwealth of Virginia on July 26, 2006. Said license expires on September 30, 2013. Her primary state of residence is Virginia.
2. By letter dated June 27, 2012, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Creasy notifying her that an informal conference would be held on August 8, 2012. The Notice was sent by certified and first class mail to 3922 Kidds Dairy Road, Scottsville, Virginia 24590, the address of record on file with the Board of Nursing.
3. During the course of her employment with The Laurels of Charlottesville, Charlottesville, Virginia:

a. On August 8, 2011, Ms. Creasy failed to indicate whether she had applied “skin prep” to Resident A’s toe as ordered. On August 11, 2011, she initialed in Resident A’s Treatment Administration Record (“TAR”) that she had in fact applied the skin prep on August 8, 2011. She failed to note that this was a late entry.

b. On August 11, 2011, she falsely documented that she had changed Resident B’s coccyx wound dressing when, in fact, she had not done so.

c. On August 10, 2011, she failed to change Resident C’s skin tear dressings as ordered and asserted that she had not changed the dressings because Resident C was combative and resistant to care. However, there was no indication in Resident C’s TAR or nursing notes that the resident was combative or resistant on that day.

d. On August 10, 2011, she failed to change Resident D’s wound dressings as ordered and failed to document the reason for this omission in the TAR. Thereafter, on a date prior to August 16, 2011, she initialed Resident D’s TAR to indicate that she had in fact changed the wound dressings on August 10. She failed to note that this was a late entry.

e. On August 10, 2011, she failed to change the dressing on Resident A’s lateral buttock wound and failed to indicate on the TAR why the dressing had not been changed.

f. On August 10, 2011, she failed to obtain and record Resident E’s weight and failed to indicate in the resident’s TAR the reason for this omission.

4. Ms. Creasy’s employment with The Laurels was terminated as a result of performance deficiencies.

5. Ms. Creasy stated at the informal conference that she was not aware of the need to document reasons for treatment omissions on the back of residents’ treatment administration records.

CONCLUSIONS OF LAW

1. Finding of Fact Nos. 4(a), 4(b), 4(c), and 4(d) constitute violations of § 54.13007(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 Nos. 4(e) and 4(f) constitute violations of § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(f) of the Regulations.

ORDER

On the basis of the foregoing, the Committee hereby ORDERS as follows:

1. Tasha Creasy, L.P.N., shall be placed on INDEFINITE PROBATION for a period of not less than one year of actual nursing practice subject to the following terms and conditions:

a. The period of probation shall begin on the date that this Order is entered and shall end at such time as Ms. Creasy has completed one year of active employment as a licensed practical nurse. The license of Ms. Creasy shall be reinstated without restriction at the completion of the probationary period without a hearing unless there is a pending investigation or unresolved allegation involving a violation of law, regulation or any term or condition of probation. In that event, the period of probation shall be continued indefinitely or until such time as the Board makes a case decision in accordance with the Administrative Process Act, § 2.2-4000 et seq. and § 54.1-2400(9) et seq. of the Code.

b. Ms. Creasy shall inform the Board in writing within ten days of the date she begins nursing, or changes employment, or if any interruption in nursing practice occurs. Additionally, Ms. Creasy shall provide the name and address of each employer to the Board.

c. Ms. Creasy shall inform her current nursing employer and each future nursing employer that the Board has placed her on probation and shall provide each employer with a complete copy

of this Order. If Ms. Creasy is employed through a staffing agency, she shall inform her/his supervisor in each facility where assigned that she is on probation.

d. Performance Evaluations shall be provided, at the direction of Ms. Creasy, by all nursing employer(s), as provided by the Compliance Division. The first report must be received in the Board office no later than 60 days from the date this Order is entered. 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.

e. Ms. Creasy shall provide evidence that she has completed the following NCSBN online courses within 30 days of entry of the Order:

- i. *Documentation: A Critical Aspect of Client Care;*
- ii. *Medication Errors: Detection & Prevention;*
- iii. *Professional Accountability & Legal Liability for Nurses;*
- iv. *Sharpening Critical Thinking Skills for Competent Nursing Practice.*

f. Ms. Creasy shall practice nursing only in a structured /supervised employment setting satisfactory to the Board for the first year after being placed on probation. This employment setting shall provide on-site supervision by a physician /professional nurse who works the same shift and holds an unrestricted license. For all current nursing employment, and before beginning or changing nursing employment during this period, Ms. Creasy shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

g. Ms. Creasy shall submit quarterly “Self-Reports” which include a current address, telephone number, and verification of all current employment. These reports shall also include any changes in employment status. The first report must be received in the Board office no later than 60 days from the

date this Order is entered. 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.

h. Ms. Creasy shall return all copies of her license to practice as a licensed practical nurse to the Board office within ten days of the date of entry of this Order along with a payment of a fee of \$15.00. Upon receipt, the Board shall issue a new license marked “Valid in Virginia Only; Probation with Terms.”

i. Ms. Creasy shall conduct herself as a licensed practical nurse in compliance with the requirements of Title 54.1, Chapter 30 of the Code and the Board of Nursing Regulations.

2. Any violation of the stated terms and conditions contained in this Order, or failure to comply with all terms of this Order within five years of the date of entry of the Order, shall be reason for suspending or revoking the license of Ms. Creasy and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

3. This Order is applicable to Ms. Creasy’s multistate licensure privileges, if any, to practice practical nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Creasy 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 she wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

Pursuant to §§ 2.2-4023 and 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 public record and shall be made available for public inspection or copying on request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Creasy may, not later than 5:00 p.m., on October 2, 2012, notify Jay P. Douglas, 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 COMMITTEE:

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

ENTERED: August 30, 2012

This Order shall become final on October 2, 2012 unless a request for a formal administrative hearing is received as described above.

Certified True Copy
By *[Signature]*
Virginia Board of Nursing