

SEP 27 2013  
DHP

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: KRISTIN LITTLE, R.N.  
License No.: 0001-226213

CONSENT ORDER

The Virginia Board of Nursing ("Board") and Kristin Little, R.N., as evidenced by her signature hereto, enter into the following Consent Order affecting Ms. Little's license to practice professional nursing in Virginia.

The Board adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Kristin Little, R.N., was issued License No. 0001-226213 to practice professional nursing by the Virginia Board of Nursing on July 23, 2010. Said license is set to expire on October 31, 2013. Ms. Little's primary state of residence is Virginia.
2. During the course of her employment with Bon Secours Depaul Medical Center, Norfolk, Virginia, on March 8, 2013, Ms. Little diverted two 2-mg vials of hydromorphone (Schedule II) for her personal and unauthorized use, which she accomplished by withdrawing the medication for a patient who was not assigned to her and failing to account for its administration, wastage, or return.
3. An audit of Ms. Little's narcotic withdrawal activity on the hospital's Pyxis system revealed a number of discrepancies, including drug wastage, cancellations without additional follow-up, and additional medications withdrawn for patients who had already received medications.
4. Ms. Little admitted to diverting the hydromorphone on March 8, 2013, and injecting the medication into her arm. She stated that the other narcotic discrepancies were related to poor documentation.

5. Ms. Little did not exhibit signs of impairment on duty. No patient was deprived of medication, and no patient harm was noted. A for-cause employment drug screen was positive for lorazepam, alprazolam, marijuana, hydrocodone, and hydromorphone.

6. Ms. Little was previously diagnosed with bipolar disorder.

7. Ms. Little signed a Participation Contract with the Health Practitioners' Monitoring Program ("HPMP") on March 28, 2013, and she signed her second Recovery Monitoring Contract on August 6, 2013. Ms. Little successfully completed an HPMP-recommended residential treatment program on July 23, 2013. She was in compliance with her Recovery Monitoring Contract as of August 7, 2013.

### **CONCLUSIONS OF LAW**

1. Findings of Fact Nos. 2 and 3 constitute violations of § 54.1-3007(2), (5), and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations Governing the Practice of Nursing.

2. Findings of Fact Nos. 5, 6, and 7 constitute a violation of § 54.1-3007(6) of the Code.

### **CONSENT**

Kristin Little, R.N., by affixing her signature hereon, agrees to the following:

1. She has been advised to seek advice of counsel prior to signing this document;
2. She acknowledges that without her consent, no legal action can be taken against her except pursuant to the Virginia Administrative Process Act, § 2.2-4000(A) *et seq.* of the Code;
3. She acknowledges that she has the following rights, among others: the right to an informal fact finding conference before the Board, the right to reasonable notice of said hearing, the right to representation by counsel, and the right to cross-examine witnesses against her;
4. She waives all such right to an informal conference;
5. She admits to the Findings of Fact and Conclusions of Law contained herein and waives her right to contest such Findings of Fact and Conclusions of Law in any subsequent proceeding before the Board;

6. She consents to the entry of the following Order affecting her right to practice professional nursing in Virginia.

**ORDER**

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS as follows:

1. The Board shall TAKE NO ACTION at this time contingent on Ms. Little's continued compliance with the terms and conditions of the HPMP for the period specified by the HPMP.
2. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Ms. Little, and an administrative proceeding shall be held to decide whether her license should be revoked. Ms. Little shall be noticed to appear before the Board at such time as the Board is notified that:
  - a. Ms. Little is not in compliance with the terms and conditions of the HPMP, or has been terminated from participation in the HPMP;
  - b. There is a pending investigation or unresolved allegation against Ms. Little involving a violation of law or regulation or any term or condition of this Order; or
  - c. Ms. Little has successfully completed the above-referenced period of participation in the HPMP. However, upon receipt of Ms. Little's participation in and compliance with the HPMP, the Board, at its discretion, may waive Ms. Little's appearance before the Board and conduct an administrative review of this matter.
3. This Order is applicable to Ms. Little's multistate licensure privileges, if any, to practice professional nursing. For the duration of this Order, Ms. Little 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. Little wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

4. Ms. Little shall maintain a course of conduct in his/her capacity as a professional nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

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 upon request.

FOR THE BOARD:

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

ENTERED: October 2<sup>nd</sup>, 2013

SEEN AND AGREED TO:

Kristin Little  
Kristin Little, R.N.

COMMONWEALTH OF VIRGINIA,  
COUNTY/CITY OF YORK, TO WIT:

Subscribed and sworn to before me, SHARON A. KESTEN, a Notary Public, this 20<sup>th</sup> day of SEPTEMBER, 2013.

My commission expires 4/30/16.

Registration Number 7520914

Sharon A. Kesten  
NOTARY PUBLIC



Certified True Copy

By [Signature]  
Virginia Board of Nursing