



## COMMONWEALTH of VIRGINIA

Dianne L. Reynolds-Cane, M.D.  
Director

*Department of Health Professions*

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**Virginia Board of Nursing**  
**Jay P. Douglas, RN, MSM, CSAC**  
**Executive Director**

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### **NOTICE OF INFORMAL CONFERENCE BEFORE AN AGENCY SUBORDINATE**

January 31, 2012

Pamela Sickal, R.N.  
101 Langford Lane  
Water View, VA 23180

**CERTIFIED MAIL**  
**71969008911101575475**

RE: License No.: 0001-227385  
Expiration Date: December 31, 2012

Dear Ms. Sickal:

This letter is official notification that an informal conference of the Virginia Board of Nursing ("Board") will be held on **February 22, 2012, at 9:00 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia. In accordance with §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), this informal conference will be held before an agency subordinate of the Board of Nursing. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code. The agency subordinate will inquire into allegations that you may have violated certain laws and regulations governing professional nursing practice in Virginia.

Specifically:

1. You may have violated § 54.1-3007(2), (5) and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) of the Regulations Governing the Practice of Nursing ("Regulations") in that during the course of your employment with Riverside Walter Reed Hospital, Gloucester, Virginia, you diverted Dilaudid (hydromorphone – Schedule II) for your personal and unauthorized use on two occasions. Specifically:

a. On or about June 7, 2011, you diverted 2 mg of Dilaudid, which you accomplished by withdrawing the medication for Patient A and failing to document the administration, return or wastage of the medication.

b. For Patient B, on or about May 29, 2011, you divided a patient's prescribed order of 4 mg of Dilaudid into multiple administrations, and you failed to account for 1 mg of the medication via wastage, return or administration.

2. You may have violated of § 54.1-3007(5) and (8) of the Code in that during the course of your employment with Riverside Walter Reed Hospital, on multiple occasions in May and June 2011, you administered medication to patients who were not assigned to you, without the knowledge of those patients' assigned nurses.

3. You may have violated § 54.1-3007(2), (5) and (8) of the Code and 18 VAC 90-20-300(A)(2)(f) of the Regulations in that during the course of your employment with Lancashire Convalescent and Rehabilitation Center, Kilmarnock, Virginia, on or about July 14, 2010, you administered a double dose of morphine to a patient after misreading the physician's order.

4. You may have violated 54.1-3007(3) and § 54.1-3008(2) of the Code in that between June 3, 2010, and July 20, 2010, during the course of your employment with Lancashire Convalescent and Rehabilitation Center, you practiced professional nursing without a license or authorization from the Board after failing the NCLEX-RN examination on June 3, 2010.

In its deliberations, the agency subordinate may use the Sanction Reference Points System, as contained in the Sanction Reference Manual. The manual, which is a guidance document of the Board, may be accessed at <http://www.dhp.virginia.gov/nursing>. Please click on *Guidance Documents*, then select #90-7. You may also request a paper copy from the Board office by calling (804) 367-4515.

After consideration of all information, the agency subordinate may:

- If the agency subordinate finds that there is insufficient evidence to warrant further action or that the charges are without foundation, notify you by mail that your record has been cleared of any charge which might affect your right to practice nursing in the Commonwealth;
- Recommend findings of fact, conclusions of law and a sanction, to include a reprimand, placing you on probation with terms, suspension or revocation of your license, or imposing a monetary penalty pursuant to § 54.1-2401 of the Code.

Further, the agency subordinate may refer this matter for a formal administrative proceeding pursuant to § 2.2-4020 of the Code.

Since the allegations listed above involve impairment, please be advised that you may make application to the Health Practitioners' Monitoring Program ("HPMP"), which is available to all health care practitioners licensed in Virginia. Information about the HPMP is enclosed. Should you enter into a written agreement with the HPMP prior to your informal conference, the agency subordinate will take that into consideration when making a recommendation in your case.

**Board's Review of Agency Subordinate's Recommended Decision**

If you **appear in person or by counsel at the informal conference**, the recommendation of the agency subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and move the case to formal hearing. If you do not agree with the decision of the Board, you have the right to a formal administrative hearing before the Board.

If you **fail to appear in person or by counsel at the informal conference**, the recommendation of the agency subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation. The Board's decision regarding the agency subordinate's recommendation is a final order that can only be appealed to circuit court as provided by Rule 2A:2 of the Supreme Court of Virginia.

You have the right to information that will be relied upon by the agency subordinate in making a decision. Therefore, I enclose a copy of the documents that will be distributed to the agency subordinate, and will be considered when discussing the allegations with you and when deliberating upon your case. **These documents are enclosed only with the original notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

To facilitate this proceeding, you should submit five copies of any documents you wish the agency subordinate to consider to the Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Richmond, VA 23233, by February 17, 2012. Your documents may not be submitted by facsimile or email.

You may be represented by an attorney at the informal conference. If you obtain counsel, you should do so as soon as possible, because absent good cause to support a request for a continuance, the informal conference will be held on February 22, 2012. A request to continue this proceeding must state **in detail** the reason for the request and must establish good cause. Such request must be made, in writing, to me at the address listed on this letter and must be received by 12 noon on February 17, 2012. Only one such motion will be considered. Absent critical circumstances, such as personal or family illness, a request for a continuance after February 17, 2012, will not be considered.

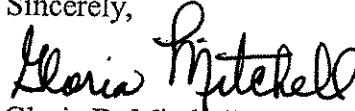
Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Please advise the Board, in writing, of your intention to be present. If you have any questions regarding this notice, please contact Yvette Flowers, at (804) 367-4543.

In the event of inclement weather, please be advised that Board of Nursing hearings will be held unless state offices are closed. Please listen to television or radio announcements to provide information

about official state closings or delays. If there is a delayed opening, hearings will begin at the time of the agency opening. A recorded announcement pertaining to closings or delays will also be available by calling the main telephone number for the Department of Health Professions at (804) 367-4400.

Sincerely,



Gloria D. Mitchell, R.N., M.S.N., M.B.A.  
Deputy Executive Director, Discipline

Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division  
David W. Kazzie, Adjudication Specialist  
Lisa Thomas, Senior Investigator (Case No.139290)  
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