

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:       NADINE C. MILLS, C.N.A.**  
**Certificate No.: 1401-115599**

**ORDER**

In accordance with §§ 2.2-4019, 2.2-4021 and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), an informal conference was conducted on behalf of the Board of Nursing ("Board") on May 9, 2013, in Henrico County, Virginia. Nadine C. Mills, C.N.A., was present and was not represented by legal counsel. Jane Elliott, R.N., Ph.D., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On July 16, 2013, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Mills was not present nor was she represented by legal counsel.

Based upon its review of the Recommended Decision of the Agency Subordinate, the Board makes the following Findings of Fact and Conclusions of Law and issues the following Order.

**FINDINGS OF FACT**

1. Nadine C. Mills, C.N.A., was issued Certificate No. 1401-115599 to practice as a nurse aide in Virginia on September 12, 2006. The certificate is scheduled to expire on September 30, 2012.
2. By letter dated April 4, 2013, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Mills notifying her that an informal conference would be held on May 9, 2013. The Notice was sent by certified and first class mail to 9509 Stone Meadow Court, Glen Allen, Virginia 23060, the address of record on file with the Board of Nursing.
3. During the course of her employment with ATC Healthcare Staffing Services, Richmond, Virginia, on March 2, 2012, while assigned to provide one-on-one observation of a suicidal patient at VCU Health System, several times throughout the shift Ms. Mills fell asleep and had to be

awakened by staff although Ms. Mills had refused the offer made by nursing staff to have a break. There was no patient harm as a result.

4. Ms. Mills stated that she was not feeling well when she reported to work. She did not call out because she felt the administrator at ATC would get upset. Ms. Mills was hired at ATC on October 11, 2007. Her employment was not terminated; however, she has not been called for any more cases. Ms. Mills stated that she continues to work for ComforCare, where she has been employed for the past three years. She also works at Little Sisters of the Poor Nursing Home and has been there for one year.

### CONCLUSIONS OF LAW

Finding of Fact No. 3 constitutes a violation of § 54.1-3007(5) of the Code.

### ORDER

WHEREFORE, it is hereby ORDERED as follows:

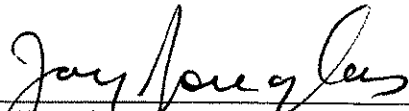
1. Nadine C. Mills, C.N.A., is hereby REPRIMANDED.
2. Ms. Mills shall maintain a course of conduct in her capacity as a nurse aide commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Regulations Governing Certified Nurse Aides.

Pursuant to § 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 a public record, and shall be made available for public inspection and copying upon request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Mills may, not later than 5:00 p.m., on **August 26, 2013**, notify Jay P. Douglas, R.N., M.S.M., C.S.A.C., 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.

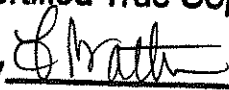
FOR THE BOARD:

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

ENTERED: July 26<sup>th</sup>, 2013

This Order shall become final on August 26, 2013; unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By   
\_\_\_\_\_  
Virginia Board Of Nursing