



COMMONWEALTH of VIRGINIA

Robert A. Nebiker
Director

Department of Health Professions
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Virginia Board of Nursing
Gay P. Douglas, RN, MSM, CSAC
Executive Director

January 9, 2003

Board of Nursing (804) 662-9909
Nurse Aide Registry (804) 662-7310
FAX (804) 662-9512

Angela L. Wooldridge, R.N.
265 Lake Landing Drive
Salisbury, NC 28146

CERTIFIED MAIL
7160 3901 9844 7523 8988

RE: License No. 0001-129394, expired March 31, 2003

Dear Ms. Wooldridge:

This is official notification that an Informal Conference will be held, pursuant to § 2.2-4019, § 2.2-4021, § 54.1-2400(10) and § 54.1-3010 of the Code of Virginia (1950), as amended, on February 11, 2003, at 1:00 p.m., in the offices of the Department of Health Professions, 6603 West Broad Street, Fifth Floor, Richmond, Virginia. You may be represented by an attorney at the Informal Conference.

The Special Conference Committee, which is comprised of two or three members of the Virginia Board of Nursing, will inquire into allegations that you may have violated the Code of Virginia governing nursing and the Regulations of the Board of Nursing. Specifically:

1. You may be in violation of § 54.1-3007(2) and (6) of the Code of Virginia (1950), as amended (the Code), in that, on or about April 7, 1998, you signed a Recovery Monitoring Contract ("Contract") with the Health Practitioners' Intervention Program ("HPIP"), pursuant to Chapter 25.1 of Title 54.1 of the Code, and 18 VAC 76-10-10, et seq., of the Regulations Governing the Health Practitioners' Intervention Program. On or about December 11, 1998, you were granted a Stay of Disciplinary Action; however, on or about July 18, 2001, the stay was vacated due to noncompliance with your contract. On or about July 10, 2002, you were dismissed from the program due to continued use of unauthorized drugs/alcohol.
2. During the course of your employment with Heritage Hall, Brookneal, Virginia:
 - a. You may be in violation of § 54.1-3007(2) and (5) of the Code and 18 VAC 90-

Virginia Board of Nursing 1903-2003
Regulating Nursing - Protecting The Public

Board of Audiology & Speech - Language Pathology - Board of Dentistry - Board of Funeral Directors & Embalmers - Board of Medicine - Board of Nursing
Board of Nursing Home Administrators - Board of Optometry - Board of Pharmacy - Board of Counseling
Board of Physical Therapy - Board of Psychology - Board of Social Work - Board of Veterinary Medicine
Board of Health Professions

- 20-300(A)(2)(e) of the Board of Nursing Regulations, in that, on or about May 23, 2001, you were counseled and your employment was suspended for three (3) days without pay for failing to document on all required forms for an incident that occurred between a resident and a nurse aide. Specifically, a nurse aide yelled loudly at a resident to walk to the shower room. Subsequently, the resident dropped to her knees and then onto the floor. As the supervisor, you failed to document that the incident occurred.
- b. You may be in violation of § 54.1-3007(2) and (5) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Board of Nursing Regulations, in that, on or about July 11, 2001, you were counseled for using an unacceptable form of behavior modification with a resident.
 - c. You may be in violation of § 54.1-3007(2) and (6) of the Code, in that, on or about July 18, 2001, your employment was terminated for substance abuse.
3. During the course of your employment with Odd Fellows Home of Virginia, Lynchburg, Virginia:
- a. You may be in violation of § 54.1-3007(2) and (6) of the Code in that, on or about April 16, 2002, Central Virginia Community Services Board, Substance Abuse Services, Arise Counseling Center, Lynchburg, Virginia, notified the facility that you were currently participating in therapy for clinical depression and requested you receive time off from employment. However, because you did not maintain contact with the facility, your employment was terminated.
 - b. You may be in violation of § 54.1-3007(2) and (5) of the Code in that, on or about April 2, 2002, you were counseled for failing to follow your supervisor's instructions.
 - c. You may be in violation of § 54.1-3007(2) and (5) of the Code in that, on or about March 4, 2002, you were counseled regarding tardiness and call-ins while in a supervisory capacity.
 - d. You may be in violation of § 54.1-3007(2), (5) and (6) of the Code in that, on or about February 19, 2002, you were counseled regarding your attendance.

Since the allegations listed above involve impairment, please be advised of the availability of making application to the Health Practitioners' Intervention Program ("Program") that is available to all health care practitioners licensed in Virginia. A brochure about the program is enclosed. Should you enter into a written agreement with the Program prior to your Informal Conference, the Committee will take that into consideration and could, among other options, decide to close your case with no disciplinary action.

Should you decide not to enter into a written agreement with the Program prior to your meeting with the Conference Committee, the Conference Committee is authorized, after meeting

with you, to take one of the following actions:

1. If the Committee finds that there is insufficient evidence to warrant further action or that the charges are without foundation, the Committee shall notify you by mail that your record has been cleared of any charge which might affect your right to practice nursing in the Commonwealth;
2. The Committee may place you on probation with such terms as it may deem appropriate;
3. The Committee may reprimand you;
4. The Committee may impose a monetary penalty pursuant to § 54.1-2401 of the Code; or
5. The Committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Conference Committee is of the opinion that a suspension or revocation of your license may be justified, the Committee may offer you a consent order in lieu of a formal hearing.

If you fail to appear at the Informal Conference, the Conference Committee will proceed to hear the case in your absence, and may take any of the actions outlined above.

The Board hereby offers to enter into the enclosed Consent Order with you in lieu of an informal conference in this matter, subject to approval by the full Board. Please review this document, and should you consent to its terms, sign it in the presence of a notary public. In order for this Consent Order to become effective, you must return the entire document bearing your witnessed signature to the Board office on or before January 24, 2003. Upon its receipt in the Board office, the Consent Order will be presented to the full Board at its next regularly scheduled meeting for approval and entry. You will receive a certified copy of the Consent Order, bearing the date of entry, shortly thereafter. Should the Board not receive this signed Consent Order from you by January 24, 2003, the Board will proceed with the informal conference as scheduled. Should you choose to surrender your license at this time, you have the right in the future to petition the Board for its reinstatement.

At least ten (10) days prior to the scheduled date of the conference, please inform this office of your telephone number and whether you intend to appear at the conference. This can be done by calling our offices at (804) 662-9950 or by sending us a letter at the address listed above.

You have the right to information, which will be relied upon by the Board in making a decision. Therefore, I have enclosed a copy of the documents, which will be distributed to the members of the Committee and will be considered by the Committee 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, and must be claimed at the post office. Please bring these documents with you.

If you have any additional documents to be presented to the Conference Committee, please bring five (5) copies of each document with you.

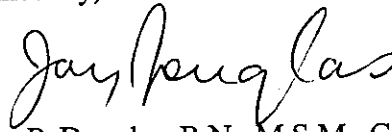
Also, enclosed are copies of the relevant sections of the Administrative Process Act, which

Angela L. Wooldridge, R.N.

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govern proceedings of this nature, as well as laws and regulations relating to the practice of nursing in Virginia that are cited in this notice.

Sincerely,

A handwritten signature in black ink that reads "Jay P. Douglas". The signature is written in a cursive, flowing style.

Jay P. Douglas, R.N., M.S.M., C.S.A.C.
Executive Director

JPD/gem/klb

Enclosures

cc: Robert A. Nebiker, Director, Department of Health Professions
James L. Banning, Director for Administrative Proceedings
Pamela Twombly, Senior Investigator (Case No. 86773)
Donna P. Whitney, L.P.N., C.S.A.C, Intervention Program Committee Coordinator
Committee members
Gayle E. Miller, Senior Adjudication Analyst