

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE:

JULIA K. CASH, R.N.

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 December 3, 2008, in Henrico County, Virginia, to inquire into evidence that Julia K. Cash, R.N., may have violated certain laws and regulations governing professional nursing practice in Virginia. Ms. Cash was present and was not represented by counsel. Upon consideration of the evidence, the Committee adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Julia K. Cash, R.N., was issued License No. 0001-143044 to practice professional nursing in the Commonwealth of Virginia on June 7, 1995. Said license expires on December 31, 2008.
2. By Order entered August 25, 1998, disciplinary action against Ms. Cash was continued generally upon her compliance with the Health Practitioners’ Intervention Program (“HPIP”). By Order entered February 14, 2002, Ms. Cash was reprimanded and ordered to comply with HPIP due to non-compliance with the HPIP terms, diversion of Ritalin and Dexadrine, abuse of prescribed controlled substances, and practice issues. By Order entered April 4, 2003, Ms. Cash’s right to renew her license was revoked due to non-compliance with HPIP. By Order entered November 30, 2005, Ms. Cash’s license was reinstated.
3. During the course of Ms. Cash’s employment with Western State Hospital, Staunton, Virginia, on March 10, 2008:

a. Ms. Cash admittedly failed to appropriately document the administration of Ativan (lorazepam, Schedule IV) to seven patients, including failing to document the administration in the patients' Medication Administration Records, the nurses' notes, the 24-hour Ward Report, the computer database, or the PRN stocksheets. Ms. Cash acknowledged that she did not follow proper nursing procedure in the administration of the medications. The next shift did reconcile the medications and all were accounted for.

b. Ms. Cash's employment was terminated on March 11, 2008, due to her medication errors and concerns that she exhibited an inability to stay focused, with rambling speech, and appeared disorganized and anxious to leave.

4. Ms. Cash stated that since the reinstatement of her license in 2005, she has been employed by not less than six nursing related employers. Three of these employments resulted in termination and the other three were mutually agreed upon separations due to the employment "not being a good fit."

5. From June 23, 2007, through June 25, 2007, Ms. Cash received inpatient treatment at a facility for mental health issues. She stated she has continued with counseling through the Valley Community Services Board, attends NA/AA meetings two to three times a week, and reports a sobriety date of November 28, 2004.

6. Ms. Cash stated that she did not feel that she was an unsafe practitioner given an appropriate setting.

CONCLUSIONS OF LAW

1. Finding of Fact No. 3(a) constitute a violation of violated § 54.1-3007(2) and (5) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations Governing the Practice of Nursing.

2. Finding of Fact No. 3(b) constitutes a violation of § 54.1-3007(6) of the Code.

ORDER

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

1. Julia K. Cash, R.N., shall be placed on INDEFINITE PROBATION for a period of not less than two years of actual nursing practice and subject to the following terms and conditions:

a. The period of probation shall begin on the date that this Order is entered and shall continue indefinitely. After two years of active employment as a professional nurse, Ms. Cash may request that the Board end this probation.

b. Ms. Cash shall inform the Board in writing within ten (10) days of the date she begins nursing practice, or changes employment, or if any interruption in nursing practice occurs. Additionally, Ms. Cash shall provide the name and address of each employer to the Board.

c. Ms. Cash 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. Cash is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is on probation.

d. Performance Evaluations shall be provided, at the direction of Ms. Cash, by all nursing employer(s), as provided by the Compliance Division.

e. Ms. Cash 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 or 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. Cash shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

f. Ms. Cash shall continue in therapy with Valley Community Services Board, or other therapist approved by the Board. Ms. Cash shall request that written quarterly progress reports by the therapist shall be sent to the Board by the last day of the months of March, June, September and December until Ms. Cash

is discharged from therapy. Ms. Cash shall direct the therapist to notify the Board if she withdraws from the treatment program before being officially discharged by the therapist.

g. Ms. Cash shall not use alcohol or any other mood altering chemical, except as prescribed by a health care practitioner with whom she has a bona fide practitioner/patient relationship and for accepted medicinal or therapeutic purposes. Should she be prescribed any Schedule II-V controlled medication, a written report from the prescribing practitioner shall be provided to the Board within ten (10) days of the date the medication is prescribed.

h. Ms. Cash shall continue to attend Alcoholics Anonymous /Narcotics Anonymous support groups, or other groups acceptable to the Board, at least two times per week and shall have written evidence of attendance by a sponsor or contact person sent to the Board within 30 days of each meeting.

i. Ms. Cash shall provide all current and future treating practitioners with a complete copy of this Order and shall execute an Authorization for Disclosure of Information form providing for unrestricted communication between the Board and any court-appointed probation or parole officers and any consultants designated by the Board.

j. Ms. Cash 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 sixty (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.

k. Ms. Cash shall return all copies of her license to practice as a professional nurse, to the Board office within ten (10) days of the date of entry of this Order, along with a payment of a fee of \$5.00. Upon receipt, the Board shall issue a new license marked “Valid in Virginia Only; Probation with Terms”.


1. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Julia K. Cash, R.N., and an administrative proceeding shall be held. Ms. Cash shall be noticed to appear at an administrative hearing at such time as the Board is notified that she is not in compliance with any of the terms or conditions of this Order.

2. This order shall be applicable to Ms. Cash's multistate licensure privilege, if any, to practice professional nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Cash shall not work outside 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 request for out of state employment shall be directed, in writing, to the Executive Director of the Board.

3. Ms. Cash shall maintain a course of conduct in 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 on request.

FOR THE COMMITTEE



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

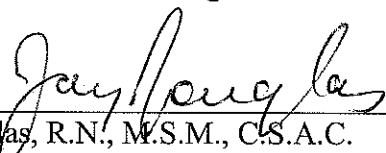
ENTERED: December 18th, 2008

NOTICE OF RIGHT TO FORMAL HEARING

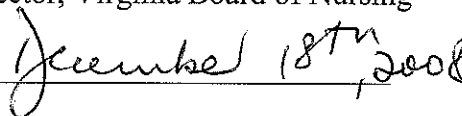
If you do not consent to the Committee's decision and desire a hearing before the Board or a panel thereof, you shall notify, in writing, the Executive Director of the Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Richmond, Virginia 23233, within 33 days of the date of entry of this Order. This Order shall become final upon expiration of the 33-day period unless a request for a formal hearing is received within such time. Upon receiving a timely request for a hearing, this Order shall be vacated and the Board or a panel thereof shall proceed with a hearing as provided in § 2.2-4020 *et seq.* of the Code.

CERTIFICATE OF SERVICE

I hereby certify that a true copy of the foregoing Order was mailed, by certified and regular mail, this day to Julia K. Cash, R.N., at 1020 Rockway Street, Apt. 8, Staunton, Virginia 24401.



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



Date