



that he had administered a placebo to Patient A, rather than her prescribed pain medication.

b. On the night of March 3-4, 2005, Mr. Strong hung potassium for Patient B on an IV line, rather than infusing the medication through a pump. Mr. Strong failed to document that he had not administered a subsequent dose of potassium to Patient B, or his reasons for not administering that medication.

c. On the night of March 3-4, 2005, Mr. Strong failed to follow up to obtain or report on results from a CT scan of Patient C's head. Mr. Strong assessed Patient C only once during his shift. A co-worker of Mr. Strong's testified that as she came on shift Mr. Strong did not report the fall, the CT scan, or the results of the CT scan. She testified that the next morning, Patient C was found to be minimally responsive and in need of emergency surgical intervention.

d. On the night of March 3-4, 2005, Mr. Strong administered morphine to Patient D, who had an epidural, although the physician's order stated that morphine was not to be administered to Patient D until the epidural was removed. Mr. Strong did not follow a physician's order to administer an alternative medication for break-through pain.

e. By letter dated December 31, 2007, to the Virginia Board of Nursing, Mr. Strong stated, "I was not appropriate for that medical surgical unit ... I did not give good care and was not attentive enough. Not all the concerns addressed were accurate but enough were to demonstrate that I was unsafe in that environment. I was not providing safe care on that unit at that time and could not now." Further, Mr. Strong stated, "although I believed at the time of my termination that the accusations were based on lies and misinformation, I admit now that the majority of the concerns were valid ... I did not give the care these patients in question needed. I admit that [my supervisor's] actions and concerns were correct in these matters."

**CONCLUSIONS OF LAW**

The Board concludes that Finding of Fact No. 3 constitutes a violation of § 54.1-3007(5) and (8) of the Code.

**ORDER**

WHEREFORE, the Virginia Board of Nursing, effective upon entry of this Order, hereby ORDERS as follows:

1. Jeffrey Strong is hereby placed on PROBATION for two years of actual nursing employment subject to the following terms and conditions:

a. The period of probation shall begin on the date that this Order is entered and shall end at such time as Mr. Strong has completed two years of active employment as a professional nurse. The license of Mr. Strong shall be reinstated without restriction at the completion of the probationary period without a hearing unless there is a pending investigation or unresolved allegation involving a violation of law, regulation or any term or condition of probation. In that event, the period of probation shall be continued indefinitely or until such time as the Board makes a case decision in accordance with the Administrative Process Act, § 2.2-4000 *et seq.* and § 54.1-2400.9 *et seq.* of the Code.

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

c. Mr. Strong shall inform his current nursing employer and each future nursing employer that the Board has placed him on probation and shall provide each employer with a complete copy of this Order. If Mr. Strong is employed through a staffing agency, he shall inform his supervisor in each facility where assigned that he is on probation.

d. Performance Evaluations shall be provided, at the direction of Mr. Strong, by all nursing employer(s), as provided by the Board.

e. Mr. Strong 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.

f. Mr. Strong shall return all copies of his 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."

g. Mr. Strong shall conduct himself as a professional nurse in compliance with the requirements of Title 54.1, Chapter 30 of the Code and the Board of Nursing Regulations.

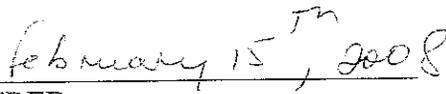
h. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Mr. Strong, and an administrative proceeding shall be held to decide whether his license shall be revoked.

2. This Order shall be applicable to Mr. Strong's multistate licensure privileges, if any, to practice nursing in the Commonwealth of Virginia. It is further ordered that for the duration of this Order, Mr. Strong may 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 he wishes to work.

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 BOARD

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

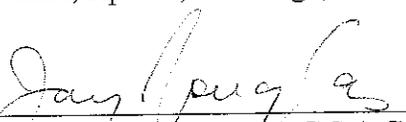
  
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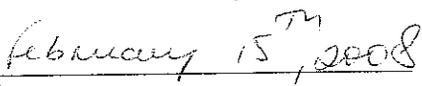
**NOTICE OF RIGHT TO APPEAL**

As provided by Rule 2A:2 of the Supreme Court of Virginia, you have 30 days from the date you are served with this Order in which to appeal this decision by filing a Notice of Appeal with Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Richmond, Virginia 23233. The service date shall be defined as the date you actually received this decision or the date it was mailed to you, whichever occurred first. In the event this decision is served upon you by mail, three days are added to that period.

**Certificate of Service**

I hereby certify that a true copy of the foregoing Order was mailed on this day to Jeffrey Strong, at 5136 Barsus Road, Dublin, Virginia 24084, and to 2710 Grand Avenue, Apt. 76, San Diego, California 92109.

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

  
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DATE