

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:       NATALIE B. KORFF, R.N.**  
**License No.: 0001-224869**

**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 September 8, 2015, in Henrico County, Virginia. Natalie B. Korff, R.N., was present and was not represented by legal counsel. Judith Piersall, R.N., B.S.N., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On November 18, 2015, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Korff was present and was not 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. Natalie B. Korff, R.N., was issued License No. 0001-224869 to practice professional nursing in Virginia on June 16, 2010. The license is scheduled to expire on February 29, 2016. Her primary state of residence is Virginia.
2. By letter dated August 12, 2015, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Korff notifying her that an informal conference would be held on September 8, 2015. The Notice was sent by certified and first class mail to 11800 Prince Regent Place, Richmond, Virginia 23238, the address of record on file with the Board of Nursing.
3. During the course of her employment with CJW Medical Center, Richmond, Virginia, on

November 28, 2014, during the 7:00 p.m. to 7:00 a.m. shift, Ms. Korff was impaired while on duty, as evidenced by the following:

a. Ms. Korff was observed by staff to look detached, droopy and lethargic and a patient reported that Ms. Korff was sleeping.

b. By her own admission, Ms. Korff was unable to keep her eyes open and could not keep track of what medications to pull.

c. Ms. Korff failed to administer several medications to her assigned patients.

4. On November 29, 2014, Ms. Korff submitted to a urine drug screen and tested positive for alprazolam (C-IV), for which she did not have a valid prescription. Ms. Korff admitted to taking one Xanax 24 hours prior to her shift, due to an inability to sleep following a long road trip. She received the medication from a friend. Ms. Korff's employment was terminated on December 9, 2014.

5. Ms. Korff admitted to reporting to work with too little sleep and stated that she felt obligated to go to work due to previous counselings for absenteeism. Ms. Korff stated that it was a one-time incident and that she would not go to work immediately after taking Xanax.

6. Ms. Korff has no history of use or abuse of either legal or illegal drugs.

7. Ms. Korff stated that she learned from this one time incident and it would never happen again.

8. Ms. Korff is currently being treated for social anxiety by her primary care physician and her prescribed medications now include Xanax 1mg, to be taken as needed.

#### **CONCLUSIONS OF LAW**

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

#### **ORDER**


WHEREFORE, it is hereby ORDERED as follows:

1. Natalie B. Korff, R.N., is hereby REPRIMANDED.
2. Ms. Korff 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 § 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.

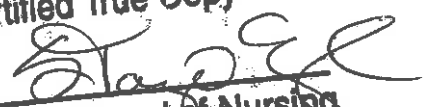
Pursuant to Section 54.1-2400(10) of the Code, Ms. Korff may, not later than 5:00 p.m., on January 5, 2016, notify Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that she desires a formal administrative 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:

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

ENTERED: December 3, 2015

This Order shall become final on January 5, 2016, unless a request for a formal administrative hearing is received as described above.

Certified True Copy  
By   
Virginia Board of Nursing