

IN THE MATTER OF

\*

BEFORE THE MARYLAND

SAFFIE DAFFIA

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BOARD OF NURSING

Certificate Nos.: A00064467  
MT0067944

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CONSENT ORDER OF REPRIMAND OF MEDICATION TECHNICIAN  
CERTIFICATE AND CERTIFIED NURSING ASSISTANT/GERIATRIC NURSING  
ASSISTANT CERTIFICATE

On March 3, 2022, the Maryland Board of Nursing (“the Board”) issued “Charges Under the Maryland Nurse Practice Act” to **Saffie Daffia** (the “Respondent”) notifying the Respondent that the Board was charging her Medication Technician – Certificate Number **MT0067944** and Certified Nursing Assistant/Geriatric Nursing Assistant – Certificate Number **A00064467**, with violations of the Maryland Nurse Practice Act, specifically Md. Code Ann., Health Occupations (“Health Occ.”):

§ 8-6A-10 (a) *Penalties.* - Subject to the hearing provisions of § 8-317 of this title and § 8-6A-10.1 of this subtitle, the Board may . . . reprimand any certificate holder, place any certificate holder on probation, or suspend or revoke the certificate of a certificate holder, if the . . . certificate holder:

- (20) Has violated any provision of this title or has aided or knowingly permitted any individual to violate any provision of this title; *to wit*, § 8-316 (a) (1), (2), (25), and/or (30)
- (26) When holding an expired certificate or a lapsed certificate, commits any act that would be grounds for disciplinary action under this section[.]

On May 10, 2022, the Respondent, along with her attorney attended a case resolution conference (“CRC”) with members of the Board in an effort to resolve the pending charges in lieu of an evidentiary hearing. The Assistant Attorney General – Administrative Prosecutor, also attended the CRC on behalf of the State. At the CRC, the Board and the Respondent agreed to the following Findings of Fact, Conclusions of Law, and Order.

**I. FINDINGS OF FACT**

The Board finds that:

1. On June 6, 2019, the Respondent was issued a license to practice as a licensed practical nurse ("LPN") in the State of Maryland, license number LP54555. The Respondent's license is currently active and is scheduled to expire on April 28, 2023. The Compact<sup>1</sup> status of the Respondent's Maryland LPN license is "Multistate." According to the Maryland Board's MyLicense Office ("MYLO") database, the Respondent's current address is in the State of Maryland.<sup>2</sup>
2. On March 14, 2004, the Respondent was certified to practice as a Certified Nursing Assistant ("CNA")/Geriatric Nursing Assistant ("GNA") in the State of Maryland, certificate number A00064467. The Respondent's CNA/GNA certificate is currently "non-renewed" and expired on April 28, 2021.
3. On March 28, 2011, the Respondent was certified to practice as a Medication Technician ("MT") with an Assisted Living designation ("AL") in the State of Maryland, certificate number MT0067944. The Respondent's MT/AL certificate is currently "non-renewed" and expired on April 28, 2017.

**INITIAL APPLICATION FOR LPN BY EXAM**

4. On or about July 21, 2016, the Respondent submitted an online Maryland Application for Exam of LPN License ("LPN Application").

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<sup>1</sup> The Nurse Licensure Compact (NLC) is an agreement between Boards of Nursing of party states that allows nurses to have one Multistate nursing license with the ability to practice nursing in both their home state and other party states. In accordance with the Nurse Licensure Compact, Md. Code Ann., Health Occ. § 8-7A-01.3(h) and § 8-7A-01.3(m) respectively, "Home state" means the party state that is the nurse's primary state of residence and, "Party state" means any state that has adopted this Compact.

<sup>2</sup> The information cited in paragraph 1 in this document regarding the Respondent's active/renewal status and Compact Status of the Maryland nursing license was obtained on February 28, 2022, from the Maryland Board's website and the NURSYS database. The information cited in paragraph 1 regarding the Respondent's current address was obtained on July 29, 2021, from the Maryland Board's MYLO database.

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5. On the LPN Application, the Respondent indicated that she graduated from an LPN program located in Woodbridge, Virginia (the “LPN School”) on June 28, 2013.

6. On the LPN Application, the Respondent affirmed and agreed to the following statement: “I affirm that the contents of this document are accurate to the best of my knowledge.” The Respondent was advised that “providing false or misleading information may result in disciplinary action by the Board, and may result in denial of licensure.”

**LPN SCHOOL**

7. On July 21, 2010, the Virginia Board of Nursing approved a Consent Order, ordering that the LPN School be placed on Conditional Provisional Approval for not less than one (1) year, subject to terms and conditions. The Consent Order was signed by LPN School’s Program Director (“Director”).

8. On May 15, 2012, the Virginia Board of Nursing approved a Consent Order, signed by the Director. The May 15, 2012 - Consent Order orders that:

- a. [LPN School’s] approval to operate a practical nursing education program in Virginia is WITHDRAWN. [LPN School] shall cease operations no later than June 30, 2013, when all students shall either have graduated or transferred to an approved program.
- b. [LPN School] shall not admit any new or transfer students.

**LPN SCHOOL TRANSCRIPT**

9. On or about August 25, 2021, the Board issued a Subpoena Duces Tecum (“Subpoena”) to the Respondent commanding her to produce and provide to the Board copies of transcripts from all schools attended for any LPN program, transcripts from all schools attended for any RN program, clinical rotations documentation from all schools attended for any LPN program, clinical

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rotations documentation from all schools attended for any RN program, and proof of school attendance.

10. The only transcript provided by the Respondent was an Official Transcript which listed the school as the LPN School. It is signed by the Program Director (“Director”)<sup>3</sup> and dated June 28, 2013, and provides the following information:

<u>FIRST QUARTER</u> From: 04/16/2012 To: 06/15/2012		<u>THIRD QUARTER</u> From: 10/15/2012 To 02/08/2013	
<u>Course Description</u>	<u>Contact Hours</u>	<u>Course Description</u>	<u>Contact Hours</u>
Basic Computer	30	Med/Surg I	120
Medical Terminology	60	Med/Surg II	120
Anatomy and Physiology	180	Med/Surg Clinical	200
Total Contact Hours Required	<b>270</b>	Med/Surg Lab	40
		Geriatrics Theory	30
		Geriatrics Clinical	40
		Total Contact Hours Required	<b>550</b>
<u>SECOND QUARTER</u> From: 06/18/2012 To: 10/12/2012		<u>FOURTH QUARTER</u> From: 02/11/2013 To: 06/18/2013	
<u>Course Description</u>	<u>Contact Hours</u>	<u>Course Description</u>	<u>Contact Hours</u>
Diet and Nutrition	60	Pediatric Nursing	90
Pharmacology	120	Pediatric Nursing Clinical	40
Nursing Fundamentals	210	Maternity Nursing	90
Nursing Fundamentals Lab	60	Maternity Clinical	40
Nursing Fundamentals Clinical	40	Mental Health Nursing	30
Total Contact Hours	<b>490</b>	Mental Health Clinical	40
		Professional Development & NCLEX Review	60
		Total Contact Hours Required	<b>390</b>

<sup>3</sup> On or about July 8, 2021, in the U.S. District Court of Maryland, Director was indicted on charges of Conspiracy to Commit Health Care Fraud; Conspiracy to Commit False Statements Relating to Health Care Matters and False Statements Relating to Health Care Matters. According to the Criminal Complaint, Director conspired with two other individuals and submitted false statements relating to health care matters by working together to sell fraudulent transcripts and diplomas that indicate that various individuals completed necessary courses and clinical hours to obtain nursing degrees and coached these unqualified individuals to pass the nursing board exam.

Summary of Clinical Agencies/Facilities and dates for each experience

Clinical Courses	Clinical Agency	Clinical Start Date	Clinical End Date	Total Hours
Nursing Fundamentals	Facility 1	10/08/12	10/12/12	40
Medical-Surgical Nursing	Facility 1 Facility 2	11/12/12	12/14/12	200
Geriatric Nursing	Facility 3	12/17/12	12/21/12	40
Maternity Nursing	Facility 4	04/08/13	04/12/13	40
Pediatric Nursing	Facility 4	05/06/13	05/10/13	40
Mental Health Nursing	Facility 5	05/27/13	05/30/13	40

**THE BOARD'S INVESTIGATION**

11. In a letter dated September 8, 2021, the Board's staff was notified by Facility 1, "we regret to inform you that after searching our records, we were unable to locate any school agreement for clinical rotations with [LPN School]."

12. On August 5, 2021, a Board Investigator contacted the General Counsel for Facility 2 and Facility 3, requesting information on any agreements with LPN School. On August 5, 2021, the General Counsel responded by email, stating "I searched our contracts database and do not find any contracts with [LPN School]. Additionally, as a skilled nursing facility, I do not believe we would have hosted clinicals for surgical nursing."

13. On August 6, 2021, a Board Investigator contacted Facility 4's Executive Director by phone. Executive Director stated that Facility 4 does not offer OB/GYN or pediatric care and that the program offers services to troubled teens, there are no nurses on staff, and the program does not offer any medical services.

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14. On August 25, 2021, the Board's staff was notified by email that Facility 5 "does not have any affiliation or contracts with any nursing institute for any clinical hours."

15. On or about September 21, 2021, the Board Investigator conducted an interview of the Respondent under oath. The Respondent stated the following during the interview:

- a. She currently works as an LPN for an Agency where she provides care to a client that has "CHF" (congested heart failure) and a tracheotomy in a home setting. She stated that as part of her job she administers medications through a g-tube, gives g-tube feedings, and performs ADLs.
- b. She attended the LPN School in Woodbridge, Virginia in 2012. She started taking classes on April 16, 2012, and then graduated on June 28, 2013.
- c. She paid \$9,000 to \$10,000 for the LPN School and paid in cash installments.
- d. She said she had to finish paying for the school before she received her transcript. She said she finished paying in December 2013.
- e. She went to school four days a week from 8:00 a.m. to 2:30 p.m.
- f. After she completed her nursing fundamentals course, she did the nursing fundamentals clinical at a nursing home in Virginia. She went to the clinical Monday through Friday 6:30 a.m. to 3:00 p.m. "for one week." As part of this clinical she did "basic nursing skills like ADLs, assist with ADLs, feeding, . . . turning the patient, assist with turning and positioning . . . check the resident's chart, read the care plan about the resident."

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- g. She completed her medical surgical clinical in Virginia. As part of this clinical she said she “read a patient chart, vital signs . . . you learn about the diseases, the treatments, and the disorders . . . you read the care plan of the patient . . . you learn about giving injections, you learn about finger sticks, oxygen, this kind of stuff.” She did not personally administer injections. When asked what skills she demonstrated she said, “I do . . . blood pressure, vital signs, . . . positioning the patient, . . . raise the head of the bed, . . . make sure they are comfortable, feeding the patient . . . assist with ADLs.” The clinical was Monday through Friday for five to six weeks from 6:30 to 3:00.
- h. She completed three days of geriatric theory from 8:00 a.m. to 2:30 p.m. before she completed her geriatric nursing clinical at Facility 3. Her clinicals lasted for one week from 6:30 to 3:00. As part of this clinical she stated that she “assisted with ADLs, bathing, feeding, . . . make sure they are comfortable . . . read charts.” Later she stated she also observed and practiced working with g-tubes.
- i. Her pediatrics class lasted for four to six weeks and the pediatrics clinical was for one week at Facility 4 from 8:00 a.m. to 3:00 p.m. with a thirty-minute lunchbreak. As part of this clinical she said she would “take care of the newborns . . . take vital signs, monitoring them . . . if there is any distress we post to the supervisor.” She said that the clinic was for kids from birth to adolescence but did not know if it was an inpatient or outpatient facility. At first, she said the parents were not present, then she said she did not remember if the parents were present, and then she said that the parents were

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present. When she was asked what hands-on care she provided, she stated that she washed the children and did vital signs. When asked what vital signs she obtained, the Respondent stated, “70 over 90 . . . the systolic is 110, . . . the systolic is 90, 90 over . . . adults is 120 over 80.” When asked again what vital signs she obtained for the pediatric patients she said, “100 over 70.”

j. She said her maternity clinical was conducted at the same facility as the pediatric clinical (Facility 4). As part of this clinical she stated that she “observed . . . the pregnant patients . . . do vital signs . . . assist them with ADLs, assisted with positioning, . . . like if they are in distress like to like to put a pillow up under their head.” She also said she monitored the patients, assisted patients with going to the bathroom, and wrote notes in a “notebook.”

k. She said that her mental health clinical was at Facility 5 – “a lockdown unit for dementia patients.” She said as part of this clinical “we did charts, we did diagnosis, we did treatments, . . . you follow the policies of the lockdown unit . . . you read about their medications, you read about their treatment . . . and then you make sure they don’t go out of the building.” When asked what skills she demonstrated, she said “we assist them in bathing, . . . dress them, assist in feeding because some of them forget to eat.” She also said she observed the nurse give medication and she would assist with walking the dementia patients. When asked what hands-on things she did, she stated that she checked blood sugar and did finger sticks.



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**II. DISCUSSION**

The Respondent submitted a Maryland LPN application with fraudulent information about her LPN School, including fraudulent dates of attendance, and submitted a fraudulent transcript, resulting in the Board issuing an LPN license to the Respondent in June 2019. The Respondent did not meet the Board's statutory and regulatory requirements, didactic and clinical training, for LPN licensure by exam and practiced on the fraudulent LPN license. Therefore, the Board finds that the Respondent violated Health Occ. § 8-6A-10 (a)(20) *to wit*, § 8-316 (a) (1), (2), (25), and/or (30).

At the time of the actions described above, the Respondent's MT certificate and CNA/GNA certificate were non-renewed, therefore, the Board finds that the Respondent violated Health Occ. § 8-6A-10 (a) (20) and (26).

The Board concludes that the Respondent's violations of the Act fall within (L)(1) of the Board's sanctioning guidelines. *See* COMAR 10.27.26.07(L)(1). The range of potential sanctions under category (L)(1) is reprimand to revocation and the range of potential monetary penalties is \$100 to \$500.

**III. CONCLUSIONS OF LAW**

Based on the foregoing findings of fact, the Board concludes that the Respondent violated:

§ 8-6A-10 (a) *Penalties*. - Subject to the hearing provisions of § 8-317 of this title and § 8-6A-10.1 of this subtitle, the Board may . . . reprimand any certificate holder, place any certificate holder on probation, or suspend or revoke the certificate of a certificate holder, if the . . . certificate holder:

- (20) Has violated any provision of this title or has aided or knowingly permitted any individual to violate any provision of this title; *to wit*, § 8-316 (a) (1), (2), (25), and/or (30)
- (26) When holding an expired certificate or a lapsed certificate, commits any act that would be grounds for disciplinary action under this section[.]

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**IV. ORDER**

Based upon the foregoing Findings of Fact and Conclusions of Law, it is hereby:

**ORDERED** that the certificate of Saffie Daffia to practice as a medication technician in the State of Maryland is hereby **REPRIMANDED**; and it is further

**ORDERED** that the certificate of Saffie Daffia to practice as a certified nursing assistant/geriatric nursing assistant in the State of Maryland is hereby **REPRIMANDED**; and it is further

**ORDERED** that this Consent Order is a **PUBLIC RECORD** pursuant to Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* (2014).

6/21/2022  
Date

Gary N. Hicks, MS, RN, CEN, CNE  
The Board President's Signature  
Appears on the Original Document

Maryland Board of Nursing

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**CONSENT**

By this Consent, I acknowledge that I have read this Consent Order in its entirety and I hereby admit the truth of the Findings of Fact, and accept and submit to the foregoing Consent Order and its conditions. I acknowledge the validity of this Consent Order as if entered into after the conclusion of a formal evidentiary hearing in which I would have had the right to legal counsel authorized to practice law in Maryland, to confront witnesses, to give testimony, to request subpoenas for witnesses, to call witnesses on my own behalf, to introduce testimony and evidence on my own behalf, and to all other substantive and procedural protections provided by law. I waive these rights, as well as any appeal rights under Maryland Code Annotated, State Government Article § 10-222.

I sign this Consent Order after having an opportunity to consult with an attorney, voluntarily and without reservation, and I fully understand and comprehend the language, meaning, terms, and effect of this Consent Order.



**Saffie Daffia, A00064467/MT0067944**

**NOTARIZATION**

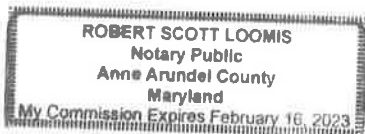
STATE: Maryland

CITY/COUNTY: Prince Georges

I HEREBY CERTIFY that on this 10<sup>th</sup> day of June, 2022, before me, Notary Public of the State and City/County aforesaid, **Saffie Daffia** personally appeared, and made oath in due form of law that signing the foregoing Consent Order of Reprimand was the voluntary act and deed of **Saffie Daffia**.

AS WITNESSETH my hand and notarial seal.

SEAL

  
Notary Public

My Commission Expires: 02/16/2023