HOW A MULTI-STATE "IMPOSTOR NURSE" COULD HAVE BEEN STOPPED WITH COMPREHENSIVE BACKGROUND SCREENING

THE SITUATION

In 2025 an individual posing as a nurse used over **20 aliases, seven Social Security numbers**, and stolen credentials from at least four legitimate nurses to secure positions at multiple healthcare facilities. This occurred in between multiple states over the course of 5 years.

She was hired through staffing agencies and even created her own "host agency" to funnel jobs to herself, **all without a valid nursing license.**

Despite working in sensitive, patient-facing roles, including Licensed Practical Nurse (LPN), Registered Nurse (RN), and RN Supervisor, she bypassed traditional hiring safeguards. In some instances, she was accused of **stealing prescription drugs and providing inadequate patient care.**

INDUSTRY:
Healthcare / Nursing

ISSUE:
Falsified Nurse License

CONSEQUENCES:
Criminal charges, stolen drugs, patient safety risks, reputational damage, and regulatory exposure for the facilities involved.

WHAT WENT WRONG

The facilities she worked for often relied on limited background checks that failed to:

- Verify professional licenses across multiple states.
- Confirm the validity of Social Security numbers and detect SSN reuse.
- Conduct alias and multi-jurisdictional criminal searches.
- Perform identity verification to confirm the applicant matched the credentials provided.
- Flag her from the Nursing Impostor Alert lists maintained by state boards.

WHAT COULD HAVE PREVENTED IT

A comprehensive healthcare screening package would have closed every gap that allowed this impostor nurse to slip through. Our process verifies nursing licenses across all states of employment, cross-checks Social Security numbers and aliases to uncover identity fraud, and conducts multi-state and federal criminal searches for each known alias.

We also review OIG and SAM exclusion lists to ensure Medicare/Medicaid compliance, monitor state Nursing Impostor Alerts for flagged individuals, and confirm employment history directly with past facilities. This multi-layered approach ensures only qualified, licensed professionals make it into patient-care roles.

WHY THIS MATTERS FOR HEALTHCARE ORGANIZATIONS

This case put patients and facilities at serious risk. **Patients were cared for by someone who wasn't qualified**, which could have harmed their health. The facilities could face penalties for hiring an unlicensed nurse, and there were reports of stolen medications, poor job performance, and other bad behavior. The story also made the news, damaging the facilities' reputations and causing patients and families to lose trust.

HOW SURE CHECK COULD HAVE PREVENTED THIS

- Verified nursing licenses across all states worked in.
- Cross-checked SSN validity and aliases to uncover identity fraud.
- Conducted multi-state and federal criminal checks for each alias.
- Checked OIG/SAM exclusion lists for Medicare/Medicaid compliance.
- Monitored state Nursing Impostor Alerts for flagged individuals.
- Confirmed employment history directly with past facilities.

SureCheck helps healthcare providers screen smarter, reduce hiring risks, and protect the patients they serve.

THE BOTTOM LINE

Negligent hiring in healthcare isn't just a legal issue, **it's a patient safety risk.** With the right screening process in place, facilities could avoid costly lawsuits, regulatory penalties, and damage to their reputation.

Get in touch to learn how we can build a screening plan tailored to your organization.