

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 22 October 2024**

Virtual Hearing

Name of Registrant:	Laura Anne Campbell
NMC PIN	19I1928E
Part(s) of the register:	Registered Nursing Associate – April 2022
Relevant Location:	Morecambe
Panel members:	Rama Krishnan (Chair, lay member) Siobhan Ebdon (Registrant member) Reni Aina (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Sophie Cubillo-Barsi
Nursing and Midwifery Council:	Represented by Elizabeth Hartley, Case Presenter
Miss Campbell:	Not present and unrepresented
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for 18 months.

As such it has determined that the following conditions are necessary and proportionate:

‘For the purposes of these conditions, ‘employment’ and ‘work’ mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, ‘course of study’ and ‘course’ mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must restrict your practice to one substantive employer. The substantive employer must not be an agency. You must not undertake bank work.
2. You must be directly supervised at any time you are working as a Nursing Associate. This supervision must consist of working at all times, whilst being directly observed, by a registered nurse.
3. You must be directly supervised when administering and/or managing medication, until formally assessed and certified as competent to do so independently.
4. Evidence of your formal assessment and certification should be sent to the NMC before the next review hearing.
5. You must meet with your line manager, mentor and/or supervisor, on a fortnightly basis. These meetings must include discussions about:
 - a. Working within the scope of your practice;

- b. Infection control; and
 - c. Medications administration and management.

- 6. You must provide a report, before the next review hearing, from your line manager, mentor and/or supervisor, commenting on your performance in relation to:
 - a. Working within the scope of your practice;
 - b. Infection control; and
 - c. Medications administration and management.

- 7. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your case officer within seven days of accepting or leaving any employment.
 - b) Giving your case officer your employer's contact details.

- 8. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your case officer within seven days of accepting any course of study.
 - b) Giving your case officer the name and contact details of the organisation offering that course of study.

- 9. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any employers you apply to for work (at the time of application).

- c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
10. You must tell your case officer, within seven days of your becoming aware of:
- a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.
11. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
- a) Any current or future employer.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to make this interim order for a period of 18 months in order to allow the NMC to properly investigate the concerns raised within the referral.

Unless Miss Campbell's case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter.

Additionally, Miss Campbell or the NMC may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Campbell. The NMC will write to Miss Campbell when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Campbell in writing.

That concludes this determination.