

# Nursing and Midwifery Council

## Agreed Removal Decision

**Registrant:** Natalie Cahill

**PIN:** 1111976S

**Part(s) of the register:** Registered Nurse – Adult Nursing

**Relevant Location:** Lanarkshire & Kilmarnock

### ASSISTANT REGISTRAR'S DECISION

As an Assistant Registrar, I have delegated authority to make decisions about agreed removal and have agreed to removal from the NMC Register in this case.

In accordance with Rule 14 of the Nursing and Midwifery Council (Education, Registration and Registration Appeals) Rules 2004, in considering Natalie Cahill's application for agreed removal dated 6 June 2023, I've taken into account:

- the reasons for the decision to refer some of the concerns to the Fitness to Practise Committee,
- the NMC investigation report and supporting evidence,
- that the NMC investigation report recommends that there's not enough evidence to support the dishonesty and bullying/harassment allegations,
- the interests of Natalie Cahill including the information that she has provided about her health,
- the public interest.

Further details of the concerns that have been raised about Natalie Cahill's fitness to practise are set out below.

We sought to contact the people who made the allegations against Natalie Cahill for their comments on the application for agreed removal. No comments were received within a reasonable period.

I'm satisfied that:

- Natalie Cahill no longer intends to work as a registered nurse,
- in the circumstances, agreeing removal is in accordance with our guidance,
- there are no other good reasons requiring us to consider the allegations further at this time.

This record of decision will be published for twelve months from the date of the decision, **21 November 2023**. In the event that Natalie Cahill seeks readmission to the Register, we may consider the matters that led to this agreed removal further.

## Background to the Decision

On 25 February 2022 and 24 March 2023, we received referrals raising concerns about Natalie Cahill's fitness to practise. It's alleged that Natalie Cahill:

- acted in a threatening and abusive manner towards residents and staff,
- failed to treat people with kindness, respect and compassion,
- failed to provide adequate care to a patient,
- dishonestly and inaccurately recorded the condition of a patient's wound,
- bullied and/or harassed colleagues,
- breached an interim conditions of practice order by not telling the NMC case officer about case officer, within seven days of becoming aware of
  - a) any clinical incident she was involved in.
  - b) any investigation started against her.

Natalie Cahill accepted breaching the interim conditions of practice order and said she was trying to find out why she was the only person being investigated. She disputed all of the other concerns.

Collectively and if proved, the concerns about Natalie Cahill's fitness to practise are serious. They're capable of resulting in harm to patients and undermining public confidence in the nursing and midwifery professions.

We investigated the issues. Some have been referred to the Fitness to Practise Committee. Others are yet to be considered by the case examiners. None of the allegations have been considered by one of our statutory committees and no findings of fact have been made in relation to these allegations.