

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 30 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Grace McAlonan
<b>NMC PIN:</b>	14B0646E
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – 21 October 2017
<b>Relevant Location:</b>	Somerset
<b>Panel members:</b>	Katriona Crawley (Chair, Lay member) Ingrid Lee (Lay member) Siobhan Ebdon (Registrant member)
<b>Legal Assessor:</b>	Abigail Stamp
<b>Hearings Coordinator:</b>	Khatra Ibrahim
<b>Nursing and Midwifery Council:</b>	Represented by Eleazar Anyene, Case Presenter
<b>Miss McAlonan:</b>	Not present and unrepresented
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **Decision and reasons on interim order**

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

The panel has determined that the following conditions are proportionate and appropriate:

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 limit your employment to one substantive employer, this must not be an agency.
2. You must be directly supervised in relation to medication management and administration until assessed and deemed competent by another registered nurse.
3. You must provide a copy of your medication competency assessment to your NMC case officer within seven days of its completion.
4. At all times, you must ensure you are indirectly supervised any time you are working. This comprises of working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must meet with your line manager or supervisor at least once a month to discuss:
  - a) Medication administration and management
  - b) Prioritisation of care
  - c) Time management

- d) Communication
  - e) Management of deteriorating patients
  - f) Following workplace protocols and procedures
  - g) Working cooperatively with colleagues
  - h) Appropriate delegation of tasks
6. You are to obtain a report from your line manager or supervisor and provide it to your NMC case officer seven days before any review hearing, detailing your progress in relation to:
- a) Medication administration and management
  - b) Prioritisation of care
  - c) Time management
  - d) Communication
  - e) Management of deteriorating patients
  - f) Following workplace protocols and procedures
  - g) Working cooperatively with colleagues
  - h) Appropriate delegation of tasks
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.

Unless Miss McAlonan'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 McAlonan or the Nursing and Midwifery Council (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 a 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 McAlonan. The NMC will write to Miss McAlonan when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss McAlonan in writing.

That concludes this determination.