

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Thursday, 15 August 2024**

Virtual Hearing

Name of Registrant:	Penelope Wright
NMC PIN:	83Y2406E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 24 September 1994 Registered Nurse – Sub Part 2 Adult Nursing (Level 2) – 6 August 1985
Relevant Location:	Merton
Panel members:	John Vellacott (Chair, Lay member) Rachel Barber (Lay member) Alison Bielby (Registrant member)
Legal Assessor:	Lachlan Wilson
Hearings Coordinator:	Margia Patway
Nursing and Midwifery Council:	Represented by Fiona Williams, Case Presenter
Miss Wright:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

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 nursing practice to one substantive employer that should not be an agency or bank work.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are directly supervised by another registered nurse any time you are working for a minimum period of 3 months, or until assessed as competent by your line manager/supervisor/mentor in the following areas:
 - Delivery of a good standard of individual patient care
 - Demonstration of good knowledge and practise around Infection Control and Management including hand hygiene, waste segregation, and appropriate use of Personal Protective Equipment
 - Prioritising your workload
 - If employed in a clinical area providing dialysis to patients, providing this in accordance with correct policies and procedures following individual dialysis prescription
 - Treating colleagues with respect
 - Medication management and administration

4. Once assessed as competent in the areas outlined in Condition 3, your supervision must then consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must work with your line manager/supervisor/mentor to create a personal development plan (PDP). Your PDP must address the following concerns:
 - Delivery of a good standard of individual patient care
 - Demonstration of good knowledge and practise around Infection Control and Management including hand hygiene, waste segregation, and appropriate use of Personal Protective Equipment
 - Prioritising your workload
 - If employed in a clinical area providing dialysis to patients, providing this in accordance with correct policies and procedures following individual dialysis prescription
 - Treating colleagues with respect
 - Medication management and administration

You must:

- a. Send your case officer a copy of your PDP within 5 days of the PDP being implemented.
 - b. Meet with your line manager/supervisor/mentor at least every fortnight to discuss your progress towards achieving the aims set out in your PDP.
 - c. Send your case officer a report from your line manager/supervisor/mentor prior to any review hearing. This report must show your progress towards achieving the aims set out in your PDP and your general clinical performance as a registered nurse.
6. 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.

7. 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.

8. 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.

9. 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.

10. 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 Wright'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 Wright 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Wright. The NMC will keep Miss Wright informed of developments in relation to that issue.

This will be confirmed to Miss Wright in writing.

That concludes this determination.