

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 24 July 2024**

Virtual Meeting

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| Name of Registrant: | Ann Collier |
| NMC PIN | 1710728S |
| Part(s) of the register: | Registered Nurse – Adult Nurse (30 January 2021) |
| Relevant Location: | Glasgow |
| Panel members: | Michael McCulley (Chair, lay member) Helen Hughes (Registrant member) Niall McDermott (Lay member) |
| Hearings Coordinator: | Sharmilla Nanan |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | Interim conditions of practice order confirmed |

Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the continuation of the following conditions:

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 work to one substantive employer. This must not be an agency.
2. You must not work as a community nurse.
3. You must not be the nurse in charge on any shift.
4. You must ensure that you are supervised by a registered nurse any time you are working. Working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must have a fortnightly meeting with your workplace line manager, mentor or supervisor to discuss your
 - [PRIVATE]
 - Professional boundaries with patients
 - Effective communication with colleagues and
 - Escalating deteriorating patients.
 - Training needs to ensure safe practice.
6. [PRIVATE]

7. [PRIVATE]
8. [PRIVATE]
9. 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.
10. You will send the NMC a report seven days in advance of the next NMC hearing or meeting from your line manager, mentor or supervisor.
11. 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.
12. 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.
13. 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.
14. 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.
15. 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 Mrs Collier's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Collier will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Collier will be invited to attend in person, send a representative on Mrs Collier's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order,

it may confirm the interim conditions of practice order or it may replace it 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 Mrs Collier. The NMC will write to Mrs Collier when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Collier in writing.

That concludes this determination.