

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday 8 July 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Kirsty Nation
<b>NMC PIN</b>	06G1204E
<b>Part(s) of the register:</b>	Registered Nurse – Adult Nursing RNA – (October 2006)
<b>Relevant Location:</b>	Cambridgeshire
<b>Panel members:</b>	Ingrid Lee (Chair, Lay member) Kathryn Evans (Registrant member) Niall McDermott (Lay member)
<b>Legal Assessor:</b>	Alice Robertson-Rickard
<b>Hearings Coordinator:</b>	Claire Stevenson
<b>Nursing and Midwifery Council:</b>	Represented by James Edenborough, Case Presenter
<b>Ms Nation:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

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

The panel decided to confirm 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 which cannot be bank or an agency.*
2. *You must only work in a role where you are subject to a preceptorship programme, or equivalent. Within this programme, you must ensure that you are directly supervised at all times by a registered nurse. Your supervision must continue until you have been formally assessed as competent to work unsupervised by another registered nurse of Band 6 or above over a period of no less than three months. You must send a copy of this assessment to your NMC Case Officer within two weeks of this assessment being completed.*
3. *On successful completion of the assessment set out in condition 2, you must ensure that you are supervised any time you are working. Your supervision must consist of working at all times, on the same shift as, but not always directly supervised by a registered nurse.*
4. *You must not be the nurse in charge of any shift nor be the sole nurse on any shift.*
5. *You must meet with your clinical line manager every two weeks to discuss your clinical competence and performance. This meeting should have particular reference to:*

- *Documentation and record keeping;*
- *Time keeping;*
- *Professional boundaries;*
- *Communication with colleagues including handover meetings;*
- *Escalation of deteriorating patients;*
- *Medication management.*

6. *You must ask your clinical line manager to submit a report to your NMC Case Officer prior to any review, detailing your clinical performance or competence with particular reference to:*

- *Documentation and record keeping;*
- *Time keeping;*
- *Professional boundaries;*
- *Communication with colleagues including handover meetings;*
- *Escalation of deteriorating patients;*
- *Medication 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.*

Unless Ms Nation'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, Ms Nation 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 Ms Nation. The NMC will write to Ms Nation when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Nation in writing.

That concludes this determination.