

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 9 July 2024**

Virtual Hearing

Name of Registrant: Aurelia-Carmen Paul

NMC PIN 16F0348C

Part(s) of the register: Registered Nurse Adult - RN1
June 2016

Relevant Location: Manchester

Panel members: Mahjabeen Agha (Chair, Lay member)
Karen McCutcheon (Registrant member)
Matthew Burton (Lay member)

Legal Assessor: Lucia Whittle-Martin

Hearings Coordinator: Elizabeth Fagbo

Nursing and Midwifery Council: Represented by Adam Squibbs, Case
Presenter

Ms Paul: Present and represented by Lucy Chapman,
instructed by the Royal College of Nursing
(RCN)

Interim order directed: **Interim conditions of practice order
(18 months)**

Decision and reasons on interim order

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

As such it 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. If your substantive employer is an agency, any placement must last a minimum of 3 months.
2. You must ensure that you are indirectly supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
3. You must not be the nurse in charge on any shift.
4. You must have fortnightly meetings with your line manager, mentor or supervisor to discuss your performance in relation to:
 - a) Medication administration
 - b) Record keeping
 - c) Escalation of deteriorating patients
 - d) Adherence to Safeguarding policies

5. You must send a report from your line manager, mentor or supervisor prior to any review hearing, addressing the following:
 - a) Medication administration
 - b) Record keeping
 - c) Escalation of deteriorating patients
 - d) Adherence to Safeguarding policies
6. You must not administer medication until signed off and deemed as competent in medication administration.
7. You must undertake a refresher training course in relation to blood glucose monitoring and record keeping. You must provide the NMC with confirmation that the courses have been undertaken.
8. 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.
9. 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.
10. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.

- b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
11. 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.
12. 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 your 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, you or the 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 the reviewing 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.