

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 19 June 2024**

Virtual Meeting

Name of Registrant:	Caroline Anderson
NMC PIN	76J0038E
Part(s) of the register:	Registered Nurse – RN3, Mental Health Nurse (December 2000)
Relevant Location:	Harrogate
Panel members:	Nariane Chantler (Chair, registrant member) Judith Francois (Registrant member) Louise Jones (Lay member)
Hearings Coordinator:	Muminah Hussain
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.

It 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 only work for one substantive employer; this must not be an agency.*
2. *You must not be the Nurse in Charge, or the sole Registered Nurse on duty.*
3. *You must not be involved in any medication administration or management without direct supervision by another Registered Nurse.*
4. *You must have monthly meetings with your line manager/supervisor/mentor to discuss your clinical performance in relation to:*
 - a) *Medication administration and management*
5. *You must submit a report of the discussions with your line manager/supervisor/mentor to the NMC prior to any NMC hearing, regarding your clinical performance in relation to:*
 - a) *Medication administration and management*

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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Ms Anderson will be notified of that panel's decision in writing following that meeting.

Alternatively, Ms Anderson is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Ms Anderson will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Ms Anderson must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Ms Anderson does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Ms Anderson and her representative will be invited to attend.

This decision will be confirmed to Ms Anderson in writing.

That concludes this determination.