

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Wednesday 26 June 2024**

Virtual Meeting

|                                      |   |
|--------------------------------------|---|
| <b>Name of Registrant:</b>           | Katherine Baker   |
| <b>NMC PIN</b>                       | 22B0797E  |
| <b>Part(s) of the register:</b>      | Learning Disabilities – RNLD<br>October 2022  |
| <b>Relevant Location:</b>            | East Midlands   |
| <b>Panel members:</b>                | Godfried Attafua (Chair, Registrant member)<br>Jenny Gough (Registrant member)<br>Sandra Norburn (Lay member) |
| <b>Hearings Coordinator:</b>         | Taymika Brandy  |
| <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<br/>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 remain 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) [PRIVATE].
- 2) You must limit your nursing practice to one substantive employer, and this must not be an agency.
- 3) You must not be the sole nurse on duty.
- 4) You must be directly supervised when managing and administering medications until you have been formally assessed as competent. A copy of this assessment must be sent to the NMC prior to your next review.
- 5) 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 observed by, a registered nurse.
- 6) You must attend fortnightly meetings with your manager, mentor or supervisor to discuss your clinical performance and wellbeing with particular reference to:
  - a. Medication administration and management
  - b. Safeguarding of patients
  - c. Handover

- 7) You must provide the NMC with a report from your manager, mentor supervisor before the next review hearing, detailing your clinical performance and wellbeing with particular reference to your fortnightly meetings with particular reference to:
  - a. Medication administration and management,
  - b. Safeguarding of patients
  - c. Handover
  
- 8) [PRIVATE].
  
- 9) [PRIVATE].
  
- 10) You must keep us 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.
  
- 11) You must keep us 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.
  
- 12) 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.

13) 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.

14) 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 Baker'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 Miss Baker 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 Miss Baker will be invited to attend in person, send a representative on Miss Baker'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.

This decision will be confirmed to Miss Baker in writing.

That concludes this determination.