

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday 20 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Helen Chan</b>
<b>NMC PIN</b>	19I0933S
<b>Part(s) of the register:</b>	Registered Nurse – Adult Nursing October 2022
<b>Relevant Location:</b>	Scotland
<b>Panel members:</b>	Nariane Chantler (Chair, Registrant member) Hayley Ball (Registrant member) Sally Allbeury (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Sophie Cubillo-Barsi
<b>Nursing and Midwifery Council:</b>	Represented by Elin Morgan, Case Presenter
<b>Helen Chan:</b>	Not present. Represented by Jane Pothan, instructed by Anderson Strathern
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for 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 employment to one substantive employer. You must not work for an agency.
2. You must be directly supervised when administering medication until you are assessed and deemed competent. The completed assessment must be sent to the NMC prior to any review hearing.
3. 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, another registered nurse.
4. You must have fortnightly meetings with your line manager, mentor or supervisor to discuss your clinical performance, with specific reference to:
  - a) Administration and management of medication
  - b) Knowledge of medication
  - c) Time management
  - d) Managing complex cases

- e) Recognition and treatment of a deteriorating patient
  - f) Record keeping
  - g) Formulating a plan of care based on patient's condition and history
5. You must send a report from your line manager, mentor or supervisor prior to the NMC before any review hearing or meeting. Each report must outline your clinical performance with specific reference to:
- a) Administration and management of medication
  - b) Knowledge of medication
  - c) Time management
  - d) Managing complex cases
  - e) Recognition and treatment of a deteriorating patient
  - f) Record keeping
  - g) Formulating a plan of care based on patient's condition and history
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

The panel decided to make this interim order for a period of 18 months in order for the NMC to investigate the wide-ranging concerns raised within the referral and the potential number of witnesses involved.

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

This will be confirmed to Mrs Chan in writing.

That concludes this determination.