

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Wednesday 15 May 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Emma Jean Caroline Harris
<b>NMC PIN</b>	87F0024W
<b>Part(s) of the register:</b>	Nurses part of the register Sub part 1 RN1: Adult nurse, level 1 18 August 1990
<b>Relevant Location:</b>	Bristol
<b>Panel members:</b>	Paul O'Connor (Chair, lay member) Karen Shubert (Registrant member) Jayanti Durai (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Jack Dickens
<b>Nursing and Midwifery Council:</b>	Represented by Hena Patel, Case Presenter
<b>Miss Harris:</b>	Not present and not represented at this 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.

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 employer.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse when administering medication until assessed and deemed competent to do so without supervision.
4. You must ensure that you are indirectly supervised by a registered nurse at any time you are working.
5. You must meet every month with your line manager, mentor or supervisor to discuss your progress in relation to:
  - a. Administering medication;
  - b. Escalation of a deteriorating patient;
  - c. Your response to clinical emergency;
  - d. Your communication with patients and colleagues.
6. You must obtain a report from your line manager, mentor or supervisor and send it to the NMC prior to any review hearing outlining your progress in relation to:
  - a. Administering medication;
  - b. Escalation of a deteriorating patient;

- c. Your response to clinical emergency;
- d. Your communication with patients and colleagues.

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 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.
- e. Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.

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. Your line manager;
- b. Any current or future employer;

- c. Any educational establishment;
- d. Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Miss Harris'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, Miss Harris 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Miss Harris's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Harris. The NMC will keep Miss Harris informed of developments in relation to that issue.

This will be confirmed to Miss Harris in writing.

That concludes this determination.