

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 3 October 2024**

Virtual Hearing

**Name of registrant:** **Megan Hartnell**

**NMC PIN:** 15K2667E

**Part(s) of the register:** Registered Nurse  
Adult- RNA- February 2016

**Relevant Location:** Staffordshire

**Panel members:** Godfried Attafua (Chair, Registrant member)  
Naomi Smith (Registrant member)  
Amy Barron (Lay member)

**Legal Assessor:** Jayne Wheat

**Hearings Coordinator:** Maya Khan

**Nursing and Midwifery Council:** Represented by Grace Khaile, Case Presenter

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

**Interim order directed:** **Interim conditions of practice order (15 months)**

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for 15 months.

As such it has determined that the following conditions are necessary, 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 restrict your nursing practice to one substantive employer which must not be with an agency. However, you may work bank shifts with your substantive employer.
2. You must be directly supervised any time you are administering medication until you are formally assessed and deemed competent to do so independently by another registered nurse. You must send evidence of this assessment to your NMC case officer within 7 days of completion.
3. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss your conduct and clinical performance in relation to the following areas:
  - a. Medication management and administration
  - b. [PRIVATE]
4. You must provide a report from your clinical line manager, mentor or supervisor to the NMC prior to any review hearing on your general conduct and clinical performance and specifically in relation to the areas listed in condition 3.
5. 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.
6. 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).
7. 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.
8. 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 other person(s) involved in your retraining and/or supervision required by these conditions

Unless your case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at this meeting, and you 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, the panel will review the interim order at a hearing which you will be invited to attend in person, send a representative on your 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.

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.

That concludes this determination.

This decision will be confirmed to you in writing.