

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday 10 October 2024**

**Virtual Hearing**

<b>Name of Registrant:</b>	Caroline McNulty
<b>NMC PIN</b>	99B0302S
<b>Part(s) of the register:</b>	Registered Nurse – Adult Nursing
<b>Panel members:</b>	Judith Ebbrell (Chair – Registrant member) David Brown (Lay member) Naomi Smith (Registrant member)
<b>Legal Assessor:</b>	Graeme Sampson
<b>Hearings Coordinator:</b>	Vicky Green
<b>Nursing and Midwifery Council:</b>	Represented by Tessa Donovan, Case Presenter
<b>Miss McNulty:</b>	Present and represented by Jennifer McPhee, Counsel
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

*'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 a single substantive employer. This can include working for an Agency or Bank. Any placements should be not less than three months.
2. You must ensure that you are supervised by another registered nurse at any time that you are working. This supervision must consist of working at all times on the same shift as but not always directly observed by another registered nurse.
3. You must meet with your line manager, mentor or supervisor at least once a month to discuss your performance in the following areas:
  - a) Medication management and administration.
  - b) Record keeping and documentation.
  - c) Adherence to policy and procedure.
4. Before any interim order review hearing or meeting, you must send your NMC case officer a report from your manager commenting on your performance and progress in the following areas:
  - a) Medication management and administration.
  - b) Record keeping and documentation.
  - c) Adherence to policy and procedure.

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 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.
  
7. You must tell your NMC 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 NMC 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 to allow the NMC sufficient time to carry out its investigations.

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

This will be confirmed to you in writing.

That concludes this determination.