

Nursing and Midwifery Council

Investigating Committee

New Interim Order Hearing

Wednesday, 30 October 2024

Virtual Hearing

Name of registrant:	Mrs Charlotte Smith
NMC PIN:	06B1290E
Part(s) of the register:	Registered Nurse Mental Health- RNMH-Jul 2006
Relevant Location:	Wiltshire
Panel members:	Sarah Boynton (Chair, Registrant member) Carole Panteli (Registrant member) Dee Rogers (Lay member)
Legal Assessor:	Lachlan Wilson
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Iwona Boesche, Case Presenter
Mrs Smith:	Present and represented by Wafa Shah instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to impose an interim conditions of practice order for a period of 18 months.

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 agency.
2. You must not be the nurse in charge or the senior nurse on duty on any shift.
3. You must ensure 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. When working independently in the Community, you must discuss your planned patient contacts for the day with your line manager, mentor or supervisor at the beginning of each shift and discuss the outcomes of these contacts with the same line manager, mentor or supervisor at the end of each shift.
5. You must meet with your line manager, mentor or supervisor on a fortnightly basis to review all service users on your caseload and to discuss your conduct and clinical performance in relation to the following areas:
 - a. Caseload management
 - b. Adherence to care plans
 - c. Effective discharge planning
 - d. Medication management and administration
 - e. Documentation and record keeping

6. You must provide a report from your 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 5.

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 impose the interim conditions of practice order for a period of 18 months as the NMC's investigation is at an early stage.

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, a 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.