

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 19 September 2024**

Virtual Hearing

Name of Registrant:	Katherine Collins
NMC PIN	21J0546E
Part(s) of the register:	Registered Nurse Children- RNC- April 2022
Relevant Location:	Kingston upon Thames
Panel members:	Godfried Attafua (Chair, registrant member) Elizabeth Williamson (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Catherine Acevedo
Nursing and Midwifery Council:	Represented by Robert Rye, Case Presenter
Miss Collins:	Not present and unrepresented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

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 work to one substantive employer. This must not be an agency or bank work.
2. You must ensure that you are directly supervised any time that you are engaged in the management and administration of medication (including IV medications) by another registered nurse until you are assessed and signed off as competent. You must provide the NMC with evidence of the above within 7 days of being deemed competent.
3. You must ensure that you are supervised by a registered nurse anytime you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about:
 - Assessment of patients
 - Observation of patients
 - Evaluation of patients

- Record keeping
 - Medicines management and administration including intravenous medication
 - Infection prevention and control practices
5. You must have a fortnightly meeting with your workplace line manager, mentor or supervisor to discuss your progress on:
- Assessment of patients
 - Observation of patients
 - Evaluation of patients
 - Record keeping
 - Medicines management and administration including intravenous medication
 - Infection prevention and control practices

You must send your case officer a report from your line manager, mentor or supervisor before each review. This report must show your progress in relation to the above bullet points.

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 vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Collins' 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 Collins 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 Collins' case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Collins. The NMC will write to Miss Collins when the case is ready for the next stage of the fitness to practise process.

This decision will be confirmed to Miss Collins in writing.

That concludes this determination.