

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 5 September 2024**

Virtual Hearing

Name of Registrant:	Kim Elizabeth Harris
NMC PIN	98I0691S
Part(s) of the register:	Registered Midwife – 12 August 2005
Panel members:	Katriona Crawley (Chair, lay member) Judith Francois (Registrant member) Amy Barron (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Clara Federizo
Nursing and Midwifery Council:	Represented by Fiona Williams, Case Presenter
Mrs Harris:	Present and not represented
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 has determined that the following conditions are 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 limit your midwifery practice to Cardiff and Vale University Health Board.*
2. *[PRIVATE]*
3. *You must not be the midwife in charge of any shift.*
4. *You must not be the sole midwife on duty.*
5. *You must ensure that you are indirectly supervised by another registered midwife 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, a registered midwife.*
6. *[PRIVATE]*
7. *[PRIVATE]*
8. *[PRIVATE]*
9. *[PRIVATE]*
10. *[PRIVATE]*

11. You must obtain a report from your line manager, mentor or supervisor which focuses on your performance in relation to:

- [PRIVATE]
- Your safe return to work
- Your general clinical practice

This report must be sent to your NMC case officer prior to any review hearing.

12. 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.

13. 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.

14. 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.

15. 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.*

16. 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.'*

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 Nursing and Midwifery Council (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 a 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.