

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 4 September 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Collette Harrison
<b>NMC PIN</b>	08F1031E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 20 December 2008
<b>Panel members:</b>	Katriona Crawley (Chair, lay member) Georgia Kontosorou (Registrant member) Geoffrey Baines (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Catherine Acevedo
<b>Nursing and Midwifery Council:</b>	Represented by Chengetai Mupara, Case Presenter
<b>Mrs Harrison:</b>	Not present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order
<b>Outcome of review:</b>	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 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 only work for a single substantive employer. This must not be an agency.
2. [PRIVATE]
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. You must not be the nurse in charge of any shift.
7. You must not be the sole nurse on duty on any shift.
8. You must not manage or administer medication unless you are directly supervised by a registered nurse.
9. You must ensure that you are supervised by another registered nurse 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 nurse.

10. [PRIVATE]

11. [PRIVATE]

12. [PRIVATE]

13. [PRIVATE]

14. 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.

15. 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.

16. 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.

17. 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.
  
18. 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 the interim conditions of practice order and it will run for the remainder of the current interim order.

The panel remind Mrs Harrison that a future reviewing panel would benefit from:

- [PRIVATE].
- A testimonial from any current employer.
- [PRIVATE].

Unless Mrs Harrison's 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, Mrs Harrison 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, a 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 panel at an administrative meeting. Mrs Harrison's 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 Mrs Harrison. The NMC will write to Mrs Harrison when the case is ready for the next stage of the fitness to practise process.

This decision will be confirmed to Mrs Harrison in writing.

That concludes this determination.