

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday 10 April 2025**

Virtual Hearing

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| Name of Registrant: | Kate Yvonne Dixon |
| NMC PIN: | 94B0442E |
| Part(s) of the register: | Registered Nurse – Sub Part 1 Mental Health Nursing – (March 1997) |
| Relevant Location: | Cornwall |
| Panel members: | Godfried Attafua (Chair, Registrant member) Yvonne Wilkinson (Registrant member) Sarah McAnulty (Lay member) |
| Legal Assessor: | Andrew Reid |
| Hearings Coordinator: | Charis Benefo |
| Nursing and Midwifery Council: | Represented by Selda Krasniqi, Case Presenter |
| Mrs Dixon: | Present and represented by Katherine Hampshire, Counsel 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 make an interim conditions of practice order for a period of 18 months.

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. [PRIVATE]
2. You must limit your nursing practice to one substantive employer.
This must not be an agency and you must not undertake bank work.
3. You must ensure that you are supervised any time you are working.
Your supervision must consist of working at all times while being directly observed by a registered nurse for a period of preceptorship, with a particular focus on:
 - clinical assessments
 - record keepinguntil you are formally assessed and deemed as competent by another registered nurse. A copy of this assessment should be sent to the NMC within 7 days of completion.
4. Following successful completion of a preceptorship programme, you must ensure that 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, a registered nurse.

5. You must work with your line manager, mentor or supervisor to create a Personal Development Plan (PDP). Your PDP must address the concerns about:
 - clinical assessments
 - record keeping
 - your general performance and conduct.
6. You must send your case officer a copy of your PDP within 7 days of creation.
7. You must meet with your line manager, mentor or supervisor fortnightly to discuss ongoing development under your PDP and your general clinical performance as a nurse.
8. You must send your case officer a report from your line manager, mentor or supervisor before the next review. This report must show your progress towards achieving the aims set out in your PDP.
9. [PRIVATE]
10. [PRIVATE]
11. [PRIVATE]
12. [PRIVATE]
13. [PRIVATE]
14. [PRIVATE]
15. 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.
16. 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.
17. 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.
18. You must tell your case officer, within seven days of your becoming aware of:
- a) [PRIVATE].
 - b) Any clinical incident you are involved in.
 - c) Any investigation started against you.
 - d) Any disciplinary proceedings taken against you.
19. 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.