

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 27 February 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Mrs Collette Harrison</b>
<b>NMC PIN</b>	08F1031E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 20 December 2008
<b>Relevant Location:</b>	North Lincolnshire
<b>Panel members:</b>	Sarah Hamilton (Chair, Lay member) Winfilda Ngoshi (Registrant member) Julian Graville (Lay member)
<b>Legal Assessor:</b>	Jayne Wheat
<b>Hearings Coordinator:</b>	Anya Sharma
<b>Nursing and Midwifery Council:</b>	Represented by Lynn Roberts, Case Presenter
<b>Mrs Harrison:</b>	Not present and not represented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm 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 only work for a single substantive employer. This must not be an agency.
2. Prior to returning to work, you must obtain a written opinion from your GP or any other suitable medical professional that states you are safe to return to practise as a nurse, and clearly identifies your current health in respect of your opiate dependency.  
The written opinion must be provided to your NMC Case Officer prior to your commencement of any employment as a registered nurse.
3. You must follow any arrangements the NMC make for you to undergo a medical examination.
4. You must follow any arrangements the NMC make for you to undergo any testing in relation to opiate or any other drug dependency, including blood and hair strand testing.
5. You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:
  - a. Your general practitioner.

- b. Your occupational health practitioner(s).
  - c. Any other registered medical practitioner or therapist responsible for your care.
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. You must meet with your line manager or supervisor fortnightly to discuss your health and wellbeing upon your return to practice as a registered nurse.
11. You must obtain a report from your line manager or supervisor and submit it to your NMC case officer prior to any review hearing. The report should comment on your health and wellbeing upon your return to practice as a registered nurse.
12. You must immediately give a copy of these conditions to:
- a. Your general practitioner.
  - b. Your occupational health practitioner(s).
  - c. Any other registered medical practitioner or therapist responsible for your care.
13. You must allow:
- a. Your general practitioner
  - b. Your occupational health practitioner(s)
  - c. Any other registered medical practitioner or therapist responsible for your care to share information about your health, treatment and compliance with

these conditions with us and with each other.

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

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 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 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 will be confirmed to Mrs Harrison in writing.

That concludes this determination.