

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Wednesday, 5 February 2025**

Virtual Hearing

Name of Registrant:	Joanne McColl
NMC PIN	09I0137E
Part(s) of the register:	Registered Nurse - Adult RNA (September 2009)
Relevant Location:	Wirral
Panel members:	Caroline Rollitt (Chair, lay member) Esther Craddock (Registrant member) Susan Ellerby (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Eidvile Banionyte
Nursing and Midwifery Council:	Represented by Stephen Earnshaw, Case Presenter
Mrs McColl:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

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 limit your nursing practice to a single substantive employer which must not be an agency or bank.
2. You must not be the nurse in charge of a shift.
3. You must not supervise junior staff members or student nurses.
4. You must be directly observed by another registered nurse when you discharge patients who have suffered pregnancy loss.
5. You must ensure that you are supervised by a 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 another registered nurse.
6. You must meet every two weeks with your line manager, mentor, or supervisor to discuss your general conduct and performance and clinical skills and competency with specific reference to:
 - a) Patient assessment
 - b) Record keeping and documentation
 - c) Escalation of care
 - d) Appropriate discharge of patients with relevant advice
 - e) Assessment and evaluation of nursing care.

7. You must send a report from your line manager, mentor, or supervisor to your NMC case officer prior to any review hearing. This report must make specific reference to:
 - a) Patient assessment
 - b) Record keeping and documentation
 - c) Escalation of care
 - d) Appropriate discharge of patients with relevant advice
 - e) Assessment and evaluation of nursing care.

8. 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.

9. 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.

10. 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 current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.

11. 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.
- d) Your dismissal.

12. You must allow your NMC 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 McColl'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 McColl 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs McColl. The NMC will keep Mrs McColl informed of developments in relation to that issue.

This will be confirmed to Mrs McColl in writing.

That concludes this determination.