

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 20 January 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Carol Arnill</b>
<b>NMC PIN:</b>	07B1670E
<b>Part(s) of the register:</b>	Registered Nurse Adult – January 2007
<b>Relevant Location:</b>	North Devon
<b>Panel members:</b>	Petra Leseberg (Chair, lay member) Jane Hughes (Registrant member) Howard Millington (Lay member)
<b>Legal Assessor:</b>	Monica Daley
<b>Hearings Coordinator:</b>	Salima Begum
<b>Nursing and Midwifery Council:</b>	Represented by Jane Carver, Case Presenter
<b>Ms Arnill:</b>	Present and represented by Samantha Madden, instructed by Bar Library
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **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:

1. You must limit your nursing practice to one substantive employer which must not be an agency.
2. You must ensure that you are directly supervised by another registered nurse any time you are administering medication until you undergo further training and are assessed and signed off as competent by another registered nurse. Evidence of passing this training and assessment must be sent to your NMC case officer within seven days of completion.
3. At all other times you must ensure that you are indirectly supervised. Your supervision must consist of working at all times on the same shift but not always directly observed by another registered nurse.
4. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss your progress in relation to:
  - a) Medication administration
  - b) Record keeping
  - c) Infection control
  - d) Leading and planning patient care
  - e) Handover of patient information
  - f) Patient care
5. You must send the NMC a recent report from your line manager, mentor or supervisor, prior to any review hearing or meeting, which details your progress in relation to the matters of:
  - a) Medication administration

- b) Record keeping
  - c) Infection control
  - d) Leading and planning patient care
  - e) Handover of patient information
  - f) Patient care
6. 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.
7. 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.
8. 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.
9. 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.
10. 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 the reviewing 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.