

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 14 January 2025**

Virtual Hearing

| | |
|---------------------------------------|---|
| Name of Registrant: | Ann Collier |
| NMC PIN: | 1710728S |
| Part(s) of the register: | Registered Nurse - Adult RNA January 2021 |
| Relevant Location: | Glasgow |
| Panel members: | Jill Wells (Chair, Lay member) Siobhan Ebden (Registrant member) Reni Aina (Lay member) |
| Legal Assessor: | Andrew Reid |
| Hearings Coordinator: | Daisy Sims |
| Nursing and Midwifery Council: | Represented by John Millar, Case Presenter |
| Ms Collier: | Not present but represented by Jennifer McPhee, instructed by Anderson Strathern |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | 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 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 work to one substantive employer. This must not be an agency.
2. You must not work as a community nurse.
3. You must not be the nurse in charge on any shift.
4. You must ensure that you are supervised by a registered nurse any time you are working. Working at all times on the same shift as, but not always directly observed by a registered nurse.
5. You must have a fortnightly meeting with your workplace line manager, mentor or supervisor to discuss your
 - [PRIVATE]
 - Professional boundaries with patients
 - Effective communication with colleagues and
 - Escalating deteriorating patients.
 - Training needs to ensure safe practice.
 - Record keeping.
6. [PRIVATE]

7. [PRIVATE]

8. [PRIVATE]

9. 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.

10. You must send the NMC a report seven days in advance of the next NMC hearing or meeting from your line manager, mentor or supervisor. This report must include reference to your:

- [PRIVATE]
- Professional boundaries with patients
- Effective communication with colleagues and
- Escalating deteriorating patients.
- Training needs to ensure safe practice.
- Record keeping.

11. 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.

12. 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.
13. 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.
14. 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.
15. 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 Ms Collier'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, Ms Collier 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 Ms Collier. The NMC will write to Ms Collier when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Collier in writing.

That concludes this determination.