

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 20 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Danica Baligod
<b>NMC PIN</b>	21K0833O
<b>Part(s) of the register:</b>	Registered Nurse - Adult RNA November 2021
<b>Relevant Location:</b>	Derby
<b>Panel members:</b>	Jill Wells (Chair, lay member) Elizabeth Maxey (Registrant member) Sarah Tozzi (Lay member)
<b>Legal Assessor:</b>	Kenneth Hamer
<b>Hearings Coordinator:</b>	Jack Dickens
<b>Nursing and Midwifery Council:</b>	Represented by Alex Radley, Case Presenter
<b>Ms Baligod:</b>	Present and represented by James Wilkinson, of Unison
<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:

‘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 practice to one substantive employer, that must not be an agency.
2. You must not be the nurse in charge, or sole nurse on duty, of any shift.
3. You must be directly supervised when undertaking medicines management and administration until signed off by another registered nurse as competent. Part of your assessment must include a minimum of 10 fully supervised medicines administration rounds. Details of the assessment must be sent to the NMC, once it is completed.
4. You must work at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must meet every two weeks with your line manager, mentor, or supervisor to discuss your general nursing performance, including:
  - a) Medicines management and administration,
  - b) Clinical observations of patients.
  - c) Escalation of deteriorating patients.
  - d) Communication with patients and patients’ family.

- e) Following policies and procedures.
6. You must provide a report from your line manager, mentor, or supervisor, to the NMC, before any review hearing, containing details of your general nursing performance including:
- a) Medicines management and administration.
  - b) Clinical observations of patients.
  - c) Escalation of deteriorating patients.
  - d) Communication with patients and patients' family.
  - e) Following policies and procedures.
7. 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.
8. 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.
9. 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.

10. 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.
  
11. 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 Baligod'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 Baligod 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 Baligod. The NMC will write to Ms Baligod when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Baligod in writing.

That concludes this determination.