

Disposal details

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Undertakings Agreed
19/06/2025

Decision on Undertakings		
<p>On 31 December 2022, you demonstrated failures in assessment of a patient, conducting observations and escalating their deteriorating health condition to the GP or other appropriate health professional. In addition, you failed to follow local policy in relation to expected and unexpected deaths.</p> <p>This conduct does not meet with the standards expected of nurses, midwives and nursing associates. The Code (NMC 2015, updated 2018) sets out the relevant standards of conduct at paragraphs 8.2, 8.5, 13.1 and 13.2.</p> <p>8.2 maintain effective communication with colleagues</p> <p>8.5 work with colleagues to preserve the safety of those receiving care</p> <p>13.1 accurately identify, observe and assess signs of normal or worsening physical and mental health in the person receiving care</p> <p>13.2 make a timely referral to another practitioner when any action, care or treatment is required</p>		
Undertaking	Detail	Time to Complete
Undertaking1	You will limit your nursing practice to a single employer for the 12 month duration of these undertakings. If you are working via an agency, this must be a placement in ideally one setting but no more than three settings. If your employment is with an agency, you must disclose your undertakings to both your agency and your setting employer(s).	12 months from effective start date

Undertaking2	You will ensure that you are indirectly supervised any time you are working. Your supervision will consist of working at all times on the same shift as, but not always directly observed by a registered nurse.	12 months from effective start date
Undertaking3	You will not be the nurse in charge on any shift.	12 months from effective start date
Undertaking4	You will work with your line manager in a nursing role or registered nurse mentor to create a personal development plan (PDP). Your PDP will address concerns about: <ul style="list-style-type: none"> • observation and assessment of patients • recognising and escalating deteriorating patients • handovers • communication skills • verification of expected and unexpected deaths. 	12 months from effective start date
Undertaking5	You will meet with your line manager, mentor or supervisor every two months to discuss your progress towards achieving the aims set out in your PDP.	12 months from effective start date
Undertaking6	You will send your case officer a report from your line manager or mentor every four months. This report will show your progress towards achieving the aims set out in your PDP.	12 months from effective start date
Undertaking7	You will send your case officer a reference from your line manager or workplace supervisor, detailing your compliance with these undertakings and your nursing practice generally, within 12 months of these undertakings taking effect. However, if you are able to complete the undertakings prior to the 12 month period, we would remind you of your right to request an early review of the undertakings.	12 months from effective start date
Undertaking8	You will keep the NMC informed about anywhere you are working by: <ol style="list-style-type: none"> 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 months from effective start date
Undertaking9	You will keep the NMC informed about anywhere you are studying by: <ol style="list-style-type: none"> a. Telling your case officer within seven days of accepting and/or resuming any course of study. b. Giving your case officer the name and contact details of the organisation offering that course of study. 	12 months from effective start date
Undertaking10	You will immediately give a copy of these undertakings to: <ol style="list-style-type: none"> a. Any organisation or person you work for. b. Any agency you apply to or are registered with for work. c. Any employers you apply to for work (at the time of application). d. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study. 	12 months from effective start date
Undertaking11	You will tell your case officer, within seven days of your becoming aware of: <ul style="list-style-type: none"> • Any clinical incident you are involved in. • Any investigation started against you. • Any disciplinary proceedings taken against you. 	12 months from effective start date

Undertaking12	<p>You will allow your case officer to share, as necessary, details about your performance, your compliance with and progress towards completing these undertakings with:</p> <ul style="list-style-type: none">• Any current or future employer.• Any educational establishment with which you are registered.• Any other person(s) involved in your retraining and/or supervision required by these undertakings.	12 months from effective start date
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