

## Disposal details

Carmen Austin-Hawkins
Warning Issued
30/12/2025

### Decision on Warning

In July 2023 you altered a colleague's notes on a patient, without consent, to create a misleading impression about a patient's clinical presentation.

This conduct does not meet with the standards expected of nurses, midwives and nursing associates and could undermine public confidence in the nursing and midwifery professions. The Code sets out the relevant standards of practice and behaviour at paragraphs: 8, 8.1, 8.2, 8.3, 8.5, 8.6, 9, 9.1, 9.3, 10, 10.2, 10.3, 10.4, 13, 13.1, 20, 20.1 and 20.2.

8 Work co-operatively

To achieve this, you must:

8.1 respect the skills, expertise and contributions of your colleagues, referring matters to them when appropriate

8.2 maintain effective communication with colleagues

8.3 keep colleagues informed when you are sharing the care of individuals with other health and care professionals and staff

8.5 work with colleagues to preserve the safety of those receiving care

8.6 share information to identify and reduce risk

9 Share your skills, knowledge and experience for the benefit of people receiving care and your colleagues

To achieve this, you must:

9.1 provide honest, accurate and constructive feedback to colleagues

9.3 deal with differences of professional opinion with colleagues by discussion and informed debate, respecting their views and opinions and behaving in a professional way at all times

10 Keep clear and accurate records relevant to your practice

10.2 identify any risks or problems that have arisen and the steps taken to deal with them, so that colleagues who use the records have all the information they need

10.3 complete records accurately and without any falsification, taking immediate and appropriate action if you become aware that someone has not kept to these requirements

10.4 attribute any entries you make in any paper or electronic records to yourself, making sure they are clearly written, dated and timed, and do not include unnecessary abbreviations, jargon or speculation

13 Recognise and work within the limits of your competence

13.1 accurately identify, observe and assess signs of normal or worsening physical and mental health in the person receiving care

20 Promote professionalism and trust

20 Uphold the reputation of your profession at all times

20.1 Keep to and uphold the standards and values set out in the Code.

20.2 act with honesty and integrity at all times, treating people fairly and without discrimination, bullying or harassment.

You have shown insight into your conduct and have addressed any risks.