

Disposal details

Celina Bhairo
Undertakings Agreed
26/05/2026

Decision on Undertakings		
<p>We note that, in 2025, concerns were raised in relation to your clinical practice as a nurse.</p> <p>Following our conclusions on facts and current impairment, we have determined there is a case for you to answer. However, we are of the view that the alleged concerns can be addressed and are not so serious as to mean that permanent removal from the register is likely or necessary.</p> <p>To address the concerns, we have decided to propose a set of undertakings that are proportionate, measurable, and workable. They provide public protection while giving you the opportunity to strengthen your practice in the areas of the regulatory concerns raised and provide you with a pathway back to safe practice.</p>		
Undertaking	Detail	Time to Complete
Undertaking1	You must limit your nursing practice to one substantive employer or a single, long-term placement with an agency for a minimum period of 3 months.	12 months from effective start date
Undertaking2	You must not be the sole registered nurse in charge of any shift or the sole nurse on duty.	12 months from effective start date
Undertaking3	At all other times when you are practising as a registered nurse, you must be indirectly supervised. Indirect supervision means working at all times on the same shift as, but not always directly observed by another registered nurse nominated by your line manager, mentor, or supervisor.	12 months from effective start date

Undertaking4	<p>You will work with your line manager, mentor, or supervisor to create a personal development plan (PDP). Your PDP will address concerns about:</p> <ul style="list-style-type: none"> • CPR and Basic Life Support knowledge • Escalation of concerns and identification of steps regarding arranging emergency care • Identification, observation and assessment techniques of worsening physical health in the person receiving care 	12 months from effective start date
Undertaking5	<p>You will meet with your line manager, mentor, or supervisor at least every month to discuss your progress towards achieving the aims set out in your PDP.</p>	12 months from effective start date
Undertaking6	<p>You must send a report to the NMC from your line manager, mentor or supervisor commenting on progress in relation to your PDP objectives every three months. The first report should be sent to the NMC within the first month of you obtaining work as a registered nurse.</p>	12 months from effective start date
Undertaking7	<p>You will keep us informed about anywhere you are working by:</p> <ul style="list-style-type: none"> • Telling your case officer within seven days of accepting or leaving any employment. • Giving your case officer your employer's contact details. 	12 months from effective start date
Undertaking8	<p>You will keep us informed about anywhere you are studying by:</p> <ol style="list-style-type: none"> 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. 	12 months from effective start date
Undertaking9	<p>You will immediately give a copy of these undertakings to:</p> <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
Undertaking10	<p>You will tell your case officer, within seven days of your becoming aware of:</p> <ol style="list-style-type: none"> a. Any clinical incident you are involved in. b. Any investigation started against you. c. Any disciplinary proceedings taken against you. 	12 months from effective start date
Undertaking11	<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> <ol style="list-style-type: none"> 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 undertakings. 	12 months from effective start date