

Disposal details

Julie Rachel John
Undertakings Agreed
25/06/2026

Decision on Undertakings		
<p>Between April 2023 and October 2024 you failed to demonstrate the standards of knowledge, skill and judgement in relation to medication practice, patient assessment and communication with patients and colleagues.</p> <p>This does not meet with the standards expected of nurses and could undermine public confidence in the profession. The Code: Professional standards of practice and behaviour for nurses and midwives (NMC 2015, updated 2018), sets out the relevant standards of practice and behaviour in the following paragraphs: 1.2, 6.2, 7, 8.2, 13,18, 20 and 20.1</p> <p>1.2 make sure you deliver the fundamentals of care effectively 6.2 maintain the knowledge and skills you need for safe and effective practice 7 Communicate clearly 8.2 maintain effective communication with colleagues 13 Recognise and work within the limits of your competence 18 Advise on, prescribe, supply, dispense or administer medicines within the limits of your training and competence, the law, our guidance and other relevant policies, guidance and regulations 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</p>		
Undertaking	Detail	Time to Complete
Undertaking1	You will limit your nursing practice to one substantive employer, this must not be an agency.	12 months from effective start date
Undertaking2	You will not work as the nurse in charge of a ward, floor or shift.	12 months from effective start

		date
Undertaking3	You will be directly observed at all times by another registered nurse until such time as your employer deems you fit to work under indirect supervision.	12 months from effective start date
Undertaking4	You will only administer medication whilst being directly supervised until such time as you have been assessed as being competent to do so unsupervised. Evidence of your assessment must be provided to your case officer within 7 days of completion.	12 months from effective start date
Undertaking5	You will work with your mentor/supervisor/nominated individual to create a personal development plan (PDP). Your PDP will address the concerns about your practice as outlined in the regulatory concern, namely: <ul style="list-style-type: none"> • Medication administration • Patient assessment • Communication with patients and colleagues <p>You will:</p> <ul style="list-style-type: none"> • send your case officer a copy of your PDP within two weeks of creation. 	12 months from effective start date
Undertaking6	You will meet with your mentor/supervisor/nominated individual every fortnight initially, moving to every month when your mentor/supervisor/nominated individual deems appropriate, to discuss your progress towards achieving the aims set out in your PDP. <p>You will:</p> <ul style="list-style-type: none"> • send your case officer a report from your mentor/supervisor/nominated individual every two 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 keep the NMC informed about anywhere you are working by: <ol 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	You will keep the NMC informed about anywhere you are studying by: <ol style="list-style-type: none"> Telling your case officer within seven days of accepting any course of study. Giving your case officer the name and contact details of the organisation offering that course of study 	12 months from effective start date
Undertaking9	You will immediately give a copy of these undertakings to: <ol style="list-style-type: none"> Any organisation or person you work for. Any employers you apply to for work (at the time of application). 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	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
Undertaking11	You will allow your case officer to share, as necessary, details about your performance, your compliance with and progress towards completing these undertakings with: <ul style="list-style-type: none"> • Any current or future employer. • Any educational establishment. • Any other person(s) involved in your retraining and/or supervision required by these 	12 months from effective start date

undertakings.