

Disposal details

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Undertakings Agreed
21/10/2025

Decision on Undertakings

Between 2020 and 2025, whilst working as a Band 6 Anaesthetic Nurse, you failed to demonstrate the standards of knowledge, skills and judgment required to practise without supervision in the following areas:

- a) Medication administration
- b) Observations
- c) Communication and escalation
- d) Documentation
- e) Clinical knowledge of medications and/or conditions

This conduct does not meet with the standards expected of nurses, midwives and nursing associates. The Code sets out the relevant standards of conduct at paragraphs 6, 6.2, 8, 8.2, 8.5, 10, 13, 13.1, 13.2, 13.3, 18 and 18.2:

6 Always practise in line with the best available evidence

To achieve this, you must:

6.2 maintain the knowledge and skills you need for safe and effective practice

8 Work co-operatively

To achieve this, you must:

8.2 maintain effective communication with colleagues

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

10 Keep clear and accurate records relevant to your practice

13 Recognise and work within the limits of your competence

To achieve this, you must, as appropriate:

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

13.2 make a timely referral to another practitioner when any action, care or treatment is required

13.3 ask for help from a suitably qualified and experienced professional to carry out any action or procedure that is beyond 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

To achieve this, you must:

18.2 keep to appropriate guidelines when giving advice on using controlled drugs and recording the prescribing, supply, dispensing or administration of controlled drugs

Undertaking	Detail	Time to Complete
Undertaking1	You must work for a single substantive employer which cannot be an agency and you must not undertake bank work	12 months from effective start date
Undertaking2	You must not be the nurse in charge or the sole registered nurse on any shift	12 months from effective start date
Undertaking3	You will ensure you are supervised by a registered nurse or above any time you are working. Your supervision must consist of: a. working at all times on the same shift as but not always directly observed by a registered nurse b. being directly supervised by a registered nurse when undertaking medicines management, including preparation, administration, and documentation, until signed off as competent to do so in accordance with undertaking 4	12 months from effective start date
Undertaking4	To be signed off as competent in medicines management, your competency assessment must include a minimum of five witnessed medication rounds/medication preparations. Each witnessed medication round/medication preparation must take place on a different shift. You will send your case officer the details of the competency assessment once all five witnessed medication rounds/medication preparations have been completed. The expectation is that you will have been deemed competent within 12 months of these undertakings becoming effective	12 months from effective start date
Undertaking5	You will work with your line manager, supervisor or dedicated mentor to create a detailed personal development plan (PDP). Your PDP will address: <ul style="list-style-type: none"> • your medication practice, including preparation, administration and documentation • patient assessment • situational awareness • record keeping • communication with colleagues 	12 months from effective start date

	<ul style="list-style-type: none"> • escalation and management of emergency situations • Clinical knowledge of patient needs, procedures relevant to your clinical area and use of equipment within your clinical area. <p>You will:</p> <ul style="list-style-type: none"> • Send your case officer a copy of your PDP within one month of commencing a nursing post • Send your case officer a report from your line manager, supervisor or dedicated mentor every second month following the commencement of the PDP. This report will show your progress towards achieving the aims set out in your PDP. <p>The expectation is that this PDP will last for no longer than 12 months</p>	
Undertaking6	Following completion of your PDP, your line manager, workplace supervisor or dedicated mentor will create a final report detailing your compliance with these undertakings and your nursing practice generally, within 12 months of these undertakings taking effect. You will send this report to your case officer within one week of completion	12 months from effective start date
Undertaking7	You will keep the NMC informed about anywhere you are working by: <ul 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
Undertaking8	You will keep the NMC informed about anywhere you are studying by: <ul 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
Undertaking9	You will immediately give a copy of these undertakings to: <ul 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	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 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