Nursing and Midwifery Council

Fitness to Practise Committee

Interim Order Review Hearing

1 September 2017

Nursing and Midwifery Council, 61 Aldwych, London, WC2B 4AE

Name of registrant: Omana Alwyn Kirubakaran

NMC Pin: 16E0053O

Part(s) of the register: Registered Nurse - Adult

Area of registered address: England

Adult Nursing – 11 May 2016

Panel members: Cindy Leslie (Chair, Lay member)
Nicola Neale (Registrant member)
Miriam Karp (Lay member)

Legal Assessor: Lachlan Wilson

Panel Secretary: Hassan Reese

Nursing and Midwifery Council: Represented by Ms Ayanna Nelson, instructed by NMC Regulatory Legal Team

Mrs Kirubakaran: Present and represented by Mr Philip Jackson of the Royal College of Nursing

Interim Order to be reviewed: Interim conditions of practice order

Outcome of Review: Order continued; conditions varied
1. You must confine your nursing practice to The Old Lodge Nursing Home, Sandy Pits Lane, Etwall, Derby DE65 6JA.

2. At any time that you are employed or otherwise providing nursing services, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of working at all times on the same shift as, but not necessarily under the direct observation of, another registered nurse who is physically present on the same floor on which you are working.

3. You must work with your line manager, mentor or supervisor (or their nominated deputy) to create a Personal Development Plan designed to address the concerns about the following areas of your practice:
   
   a. Moving and handling
   b. Medication Management
   c. Record keeping
   d. Deprivation of liberty (DoLS)
   e. Pressure area care
   f. Care Planning
   g. Delegation
   h. Adhering to policy

4. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least every month to discuss the standard of your performance and your progress towards achieving the aims set out in your Personal Development Plan.

5. You must send a report (including your Personal Development Plan) from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your Personal Development Plan to the NMC before any NMC review hearing or meeting.
6. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them;

7. (a) You must within 7 days of accepting any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study;

(b) You must within 7 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement;

8. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC’s fitness to practise procedures, and disclose the conditions listed at (1) to (7) above, to them:

(a) The Old Lodge Nursing Home, Sandy Pits Lane, Etwall, Derby;

(b) Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

Unless your case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, you or the NMC’s case presenter may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review the panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

This decision will be confirmed to you in writing.
The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

That concludes this determination.