

Nursing and Midwifery Council

Investigating Committee

Interim Order Review Hearing

5 April 2019

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

Name of registrant:	Karla Fry
NMC Pin:	12G2348E
Part(s) of the register:	Registered Nurse – Adult Nursing
Area of registered address:	England
Panel members:	Gillian Fleming (Chair, lay member) Yana Richens (Registrant member) Sarah Heweston-Grubb (Registrant member)
Legal Assessor:	Fiona Barnett
Panel Secretary:	Kathleen Picketts
Nursing and Midwifery Council:	Represented by Richard Webb, Case Presenter
Ms Fry:	Not present and not represented in absence
Interim Order to be reviewed:	Interim conditions of practice order
Outcome of Review:	Order continued

The panel was of the view that the public would remain suitably protected by the continuation of the following conditions;

1. You must confine your nursing practice to a substantive post. This means you must not undertake agency work.
2. Subject to condition 3 below, at any time that you are employed or otherwise involved in nursing practice, you must work at all times on the same shift as, but not necessarily under the direct supervision of, a registered nurse, senior to you who is physically present in or on the same ward, unit, floor or home that you are working in or on.
3. At any time that you undertake medicine administration, you must work under the direct supervision of a registered nurse senior to you, until assessed as competent by your line manager, employer or their nominated deputy.
4. You must not be the sole nurse in charge of a shift.
5. 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:
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 - Medicine administration
 - Time management
6. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least every 14 days to discuss the standard of your performance and your progress towards achieving the aims set out in your personal development plan.
7. You must send a report 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 at least 14 days before any NMC review hearing or meeting.

8. You must allow the NMC to exchange, as necessary, information about the standard of your performance and your progress towards achieving the aims set out in your personal development plan with your line manager, mentor or supervisor (or their nominated deputy) and any other person who is or will be involved in your retraining and supervision with any employer, prospective employer and at any educational establishment.
9. You must disclose a report not more than 28 days old 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 any current and prospective employers (at the time of application) and any other person who is or will be involved in your retraining and supervision with any employer, prospective employer and at any educational establishment.
10. You must inform the NMC of any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.
11. You must within 7 days of accepting any post or employment requiring registration with the NMC, or 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.
12. You must immediately inform the following parties that 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 (11) above, to them:
 - Any organisation or person employing, contracting with, or using you to undertake nursing work
 - Any prospective employer (at the time of application)

- 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 Ms Fry's case has already been concluded, this interim order must be reviewed before the end of the next six months. Additionally, Ms Fry or the NMC 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 Ms Fry in writing.

That concludes this determination.