

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
30 October 2020**

Virtual Hearing

Name of registrant: Angela Hilda Coulthard

NMC PIN: 18F0080C

Part(s) of the register: Registered Nurse - Learning Disabilities
26 June 2018

Area of registered address: Scotland

Panel members: Jill Robinson (Chair, Registrant member)
Sally Pezaro (Registrant member)
Gillian Fleming (Lay member)

Legal Assessor: Trevor Jones

Panel Secretary: Monsur Ali

Nursing and Midwifery Council: Represented by Scott Smith, Case Presenter

Mrs Coulthard: Present and represented by Drew Long,
Anderson Strathern, instructed by Royal
College of Nursing

Interim order directed: Interim conditions of practice order (18
months)

For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must not be the nurse in charge of a shift or the only registered nurse on duty.
2. You must ensure that you are supervised by another registered nurse.

Your supervision must consist of fortnightly meetings with another registered nurse to discuss your clinical caseload, reflecting particularly on:

- a. Intimate care practices;
- b. Professional boundaries with patients/residents/service users;
- c. Effective communication in relation to obtaining informed consent.

3. You must ensure that you provide (to the NMC before any review meeting or hearing) a report from your supervisor which sets out the standard of your conduct and performance, with particular reference to:

- a. Intimate care practices;
- b. Professional boundaries with patients/residents/service users;
- c. Effective communication in relation to obtaining informed consent.

4. You must keep the NMC informed about anywhere you are working by:

- a) Telling your case officer within seven days of accepting or leaving any employment.
- b) Giving your case officer your employer's contact details.

5. You must keep the NMC informed about anywhere you are studying by:

- 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.

6. You must immediately give a copy of these conditions to:
 - 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.
 - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

7. You must tell your case officer, within seven days of your becoming aware of:
 - a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.

8. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
 - 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 conditions.

The panel decided to make this interim order for a period of 18 months to allow the NMC sufficient time to commence and conclude the investigation, given the relative complexities of the case and the number of witnesses from whom the NMC may need to take its own witness statements.

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

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.

This will be confirmed to you in writing.

That concludes this determination.