

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
28 October 2020**

Virtual Hearing

Name of registrant: Kathleen Martin

NMC PIN: 74Y0603E

Part(s) of the register: Registered Nurse
Adult Nursing – September 1976

Area of registered address: England

Panel members: Gillian Fleming (Chair, Lay member)
Aileen Cherry (Registrant member)
Peter Cadman (Lay member)

Legal Assessor: Andrew Reid

Panel Secretary: Simran Saini

Nursing and Midwifery Council: Represented by Max Mills, Case Presenter

Mrs Martin: Not present and not represented in her absence

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 ensure that you are supervised by another registered nurse at 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, another registered nurse.

2. You must meet with your clinical supervisor or line manager to discuss your conduct and performance, with specific reference to:
 - a) Managing challenging behaviours; and
 - b) Your communications and relationships with patients or residents.These meetings must take place every two weeks.

3. You must send your NMC case officer, before any review meeting or hearing, a report from your clinical supervisor or line manager. The report must comment on your conduct and performance, with specific reference to:
 - a) Management of challenging behaviours; and
 - b) Your communications and relationships with patients or residents.

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

Unless Mrs Martin's 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, Mrs Martin 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 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.

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

This will be confirmed to Mrs Martin in writing.

That concludes this determination.