

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
15 September 2020**

Nursing and Midwifery Council

Virtual Hearing

Name of registrant:	Carol Hoskins
NMC PIN:	02F0998O
Part(s) of the register:	Registered Nurse Adult – RN1 – June 2002
Area of registered address:	Wales
Panel members:	Valerie Paterson (Chair, lay member) Nariane Chantler (Registrant member) Tom Hayhoe (Lay member)
Legal Assessor:	Mark McEvoy
Panel Secretary:	Grace Castle
Nursing and Midwifery Council:	Represented by Jessica Bass, Case Presenter
Mrs Hoskins:	Present and represented by Claire Robinson, instructed by Royal College of Nursing (RCN)
Interim order directed:	Interim condition of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

The panel has determined that the following conditions are proportionate and appropriate:

'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 limit your nursing practice to a single employer. If your employer is an agency, any placement should be for a period of no less than 6 months in one clinical area.*
2. *You must ensure that you are supervised by another registered nurse 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) *Fortnightly meetings with your line manager, mentor or supervisor to discuss your conduct, clinical case load, and clinical performance.*
3. *You must not be the manager of a home or the nurse in charge.*
4. *You must immediately give a copy of these conditions to:*
 - a) *Your general practitioner.*
 - b) *Your occupational health practitioner(s).*

c) *Any other registered medical practitioner or therapist responsible for your care.*

5. *You must allow:*

a) *Your general practitioner*

b) *Your occupational health practitioner(s)*

c) *Any other registered medical practitioner or therapist responsible for your care*

to share information about your health, treatment and compliance with these conditions with us and with each other.

6. *You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:*

a) *Your general practitioner.*

b) *Your occupational health practitioner(s).*

c) *Any other registered medical practitioner or therapist responsible for your care.*

7. *You must obtain a report from your line manager and submit this to the NMC before the next review. The report must contain details of your:*

a) *Conduct and clinical performance.*

b) *Compliance with these conditions*

8. *You must obtain a report from your general practitioner, occupational health practitioner(s) or any other registered practitioner responsible for your care and submit this to the NMC before the next review. The report must contain details of your:*

- a) Health and treatment.
 - b) Compliance with these conditions.
9. *You must keep us 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.*
10. *You must keep us 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.*
11. *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.*
12. *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.*

13. *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 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 a 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.

That concludes this determination.