

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday 7 September 2020**

Virtual Hearing

Name of registrant: Kimberley Jayne Loveridge

NMC PIN: 19L0732E

Part(s) of the register: Registered Nurse
Adult Nursing – RNA – April 2020

Area of registered address: Birmingham

Panel members: Michael McCulley (Chair, lay member)
Christopher Taylor (Registrant member)
Ingrid Lee (Lay member)

Legal Assessor: Andrew Reid

Panel Secretary: Catherine Acevedo

Nursing and Midwifery Council: Represented by Jessica Bass, Case Presenter

Miss Loveridge: Present and unrepresented

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 work for a single substantive employer. This employer must not be an agency.*
2. *You must not handle or administer medication until formally assessed and deemed competent to do so. Evidence of this assessment must be sent to the NMC on completion.*
3. *You must ensure that you are supervised;*
 - a) *When working in a patient's own home, by another registered nurse at all times*
 - b) *When working in a clinic or ward setting by another registered nurse on the same shift but not always directly observed.*
4. *You must meet with your line manager, mentor or supervisor every 4 weeks to discuss your:*
 - a) *clinical caseload*
 - b) *personal circumstances*
 - c) *continuous personal development*
 - d) *medicines administration and management*
 - e) *your professional conduct**you must provide a report to the NMC from your line manager mentor or supervisor regarding points a – e, prior to any NMC review.*
5. *[PRIVATE]*
6. *[PRIVATE]*

7. *[PRIVATE]*
8. *[PRIVATE]*
9. *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.*
10. *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.*
11. *You must immediately give a copy of these conditions to:*
 - a) *Any organisation or person you work for.*
 - b) *Any employers you apply to for work (at the time of application).*
 - c) *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*

The panel decided to make this interim order for a period of 18 months to allow the NMC time to fully investigate matters. The investigation is in its early stages and relates to matters of conduct and health which takes time to be investigated and there may also be delays due to the Covid-19 pandemic.

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 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This decision will be confirmed to you in writing.

That concludes this determination.