

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
22 September 2020**

Virtual hearing

Name of registrant: Colleen Newlands

NMC PIN: 19C05290

Part(s) of the register: Registered Nurse – Adult – RN1 – Effective March 2019

Area of registered address: England

Panel members: Sarah Tozzi (Chair, lay member)
Christopher Taylor (Registrant member)
Sally Allbeury (Lay member)

Legal Assessor: Graeme Henderson

Panel Secretary: Rob James

Nursing and Midwifery Council: Represented by Alastair Kennedy, Case Presenter

Registrant's name: In attendance and represented by Nicholas Hall, counsel, instructed by the 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 restrict your practice to one substantive employer.
2. You must not administer medication without the direct supervision of another registered nurse until you have received formal training in medicines management and administration, and have been assessed and deemed competent by your employer. Evidence of this training and successful assessment must be sent to the NMC within 7 days of completion.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must attend monthly meetings to discuss your clinical caseload and in particular, your administration of medication and record keeping.
5. You must send to us a report from your line manager or supervisor before any NMC review hearing or meeting.
6. 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.
7. 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.

8. 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

9. 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.

10. 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 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 will be confirmed to you in writing.

That concludes this determination.