

Nursing and Midwifery Council

Voluntary Removal Decision

Registrar – 2 July 2021

Registrant: Carlene Kirstie Hogg

PIN: 94D0429E

Part(s) of the register: Registered Nurse - Adult
Nursing

Area of Registered Address: England

Type of case: Misconduct

REGISTRAR'S DECISION

A decision has been made by the Registrar to approve the application for voluntary removal based on the assessment of the relevant criteria. The reasons for the decision to grant voluntary removal from the Register are below.

Details of charge

That you, a registered nurse, on 21 May 2018:

1. In relation to Patient 1, a diabetic surgical patient whose blood sugar reading was 3.3 mmol:
 - a. Failed to provide the patient with 2 sachets of sugar in 85 ml of orange juice followed by 2 digestive biscuits;
 - b. Failed to inform the anaesthetist.
2. In relation to Patient 2, a diabetic surgical patient whose blood sugar reading was 4.9 mmol:
 - a. Failed to provide the patient with 2 sachets of sugar in 85 ml of orange juice followed by 2 digestive biscuits;
 - b. Failed to inform the anaesthetist.
3. In relation to Patient 3, a diabetic surgical patient whose blood sugar reading was 13.9 mmol:
 - a. Failed to test the patient for ketones;

- b. Failed to inform the anaesthetist.

And in the light of the above, your fitness to practise is impaired by reason of your misconduct.

REGISTRAR'S REASONS

The following documents were considered when assessing this voluntary removal application:

- Voluntary removal application form dated 10 May 2021
- Schedule of Charge
- Registrant's response to Case Examiners (undated)
- Email from Registrant dated 4 June 2021
- Case Examiner decision letter dated 12 January 2021

Background

An application has been made by Carlene Hogg (Nurse Hogg) to remove their name from the nursing register through the voluntary removal process. Nurse Hogg was referred to the NMC on 16 October 2019 by the Deputy Chief Nurse at West Suffolk NHS Foundation Trust ("the Trust"). At the time of the concerns Nurse Hogg was employed as a registered nurse having started work at the Trust on 6 April 1997; Nurse Hogg was dismissed on 13 December 2018 following a disciplinary hearing.

The regulatory concerns in this case relate to Nurse Hogg's poor management of patients with diabetes. It is said that Nurse Hogg failed to follow the Trusts policy's and processes when caring for three diabetic patients when monitoring their Capillary Blood Glucose (CBG). It is alleged that on 21 May 2018 Nurse Hogg made three errors. These errors were:

- Recorded that Patient 1's CBG was 3.3mmols and recorded no actions
- Recorded that Patient 2's CBG was 4.9mmols and recorded no actions
- Recorded that Patient 3's CBG was 13.0mmols and recorded no actions

All of the above errors were picked up and reported by another member of staff. On 23 May 2018 Nurse Hogg's manager raised the above errors. Nurse Hogg was immediately able to tell their manager what action should have been taken in respect of these patients and went on to say that their mind was not on work, and admitting they made the errors. **[PRIVATE]**

The Trust held an investigatory meeting on 14 June 2018. Nurse Hogg informed the investigatory panel that they ought to have carried out a Ketones test on Patient 3 and didn't realise this hadn't been done until the next day when spoken to by their manager. In relation to Patients 1 and 2 with the low blood sugars, Nurse Hogg recognised these patients ought to have been given two digestive biscuits and some orange juice and the doctor should have been informed of the clinical position. **[PRIVATE]**

Nurse Hogg was invited to attend a disciplinary hearing where the disciplinary panel found the allegations proven. Nurse Hogg was summarily dismissed from post with immediate effect on 13 December 2018. Nurse Hogg lodged an appeal which was dismissed.

The Trust had investigated previous incidents regarding Nurse Hogg's management of the diabetic patient. Nurse Hogg had been placed on, and completed, a capability plan in December 2017. No serious harm was caused as a result of the errors that resulted in that plan. However this referral was made because Nurse Hogg made these further three errors five months after completing that action plan.

Public interest considerations

The Case Examiners referred Nurse Hogg to the Fitness to Practise Committee, having decided there is a realistic prospect of a finding of impairment being made on public protection grounds.

Nurse Hogg applied for voluntary removal from the nursing register on the basis that they've retired from the nursing profession. Nurse Hogg was dismissed from their position with the Trust in December 2018 and hasn't worked as a nurse since that time. Nurse Hogg doesn't have any intention to return to nursing, having decided to take time to focus on themselves and their family.

Nurse Hogg admitted the errors at the outset when brought to their attention by their employer, explaining what actions they ought to have taken in the circumstances of each patient. Nurse Hogg has also engaged with us throughout, consistently admitting the allegations that have been made. Nurse Hogg accepts that their practice is impaired by way of misconduct as a result of these concerns. In a statement to the Case Examiners, Nurse Hogg says:

"I nursed two patients who had a low blood sugar and another who had high blood sugar. I failed to act accordingly with the trust policy for these practices. The patient that were hypoglycaemic, I should of given them 85 mls of orange with 2 sachets of sugar stirred in and 2 digestive biscuits. I should of informed the surgeon and repeated the blood sugar 15 minutes later. Blood sugar should be 6-10 mmol/l but 6-12mmol/l is acceptable..... The Patient that had high blood sugar of 13.9, should of done a keystone test, as this is necessary to do with any patient with blood sugar above 12 mmmol/l. this is important to ensure keystone test was less than 0.6 mmol/l and then I should of inform the surgeon of the result. All of the above was a risk to the patients as I am aware that diabetic patients can have poor wound healing, slow wound healing and

are more susceptible to post operative infections. The patients can also feel generally unwell if their blood sugar is not within the normal range”.

[PRIVATE]

Nurse Hogg has declared they won't make an application for readmission to the nursing register for a period of five years. If an application for readmission is made, the NMC has a robust procedure whereby the Registrar will be made aware of the concerns that are referred to in this application. It will be for Nurse Hogg to prove that they aren't impaired and are fit to practise. At the time of making this application, Nurse Hogg says they have retired from nursing. We wrote to the referrer on 3 June 2021 to invite their comments on this application, but we've not received a response.

It is unlikely that Nurse Hogg will be struck-off our register as a result of the concerns raised. These are clinical concerns that aren't so serious that they can't be put right, and taking action on these solely to maintain public confidence or uphold standards is unlikely. The concerns aren't so serious that a finding by the Fitness to Practise Committee is required.

This matter is suitable for voluntary removal from the nursing register. In making my decision I have balanced Nurse Hogg's interest in removing their name from our register, through the voluntary removal process, against the wider public interest in the matter proceeding to a hearing before the Fitness to Practise Committee. The case involves clinical concerns that aren't so serious to warrant a striking-off order. They are concerns which are capable of being put right had Nurse Hogg decided to continue working.

In the circumstances of this case, the balance lies in favour of removing Nurse Hogg's name from the nursing register through the voluntary removal process. I am satisfied that the public are best protected at the earliest opportunity by the immediate removal of Nurse Hogg's name from the register. The NMC's overarching objective is one of public protection and removing Nurse Hogg's name from the register achieves this.

Registrar's decision

I have concluded that the public are best protected at the earliest opportunity by granting this application to remove Nurse Hogg's name from our register.