

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Substantive Order Review Hearing
Wednesday 21 December 2022**

Virtual Hearing

Name of Registrant: Julie Elizabeth Burton

NMC PIN 09F1115E

Part(s) of the register: RN1: Adult nurse, level 1 (1 May 2010)

Relevant Location: Shropshire

Type of case: Misconduct and Lack of competence

Panel members: Adrian Blomefield (Chair, lay member)
Manjit Darby (Registrant member)
June Robertson (Lay member)

Legal Assessor: Graeme Henderson

Hearings Coordinator: Chandika Cheekhoory-Hughes-Jones

Nursing and Midwifery Council: Represented by Richard Webb, Case Presenter

Miss Burton: Present and not represented

Orders being reviewed: Conditions of practice order (12 months)
Conditions of practice order (3 months)

Fitness to practise: Impaired

Outcome: **Conditions of practice order (3 years) to come into effect on 9 February 2023 in accordance with Article 30 (1)**

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Conditions of practice order (2 years 11 months) to come into effect on 7 March 2023 in accordance with Article 30 (1)

Decision and reasons on review of the substantive order

In the case bearing reference number 059570/2017, the panel decided to extend the current conditions of practice order (12 months) for a period of three years. This order will come into effect at the end of 9 February 2023 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

In the case bearing reference number 069963/2018, the panel decided to extend the current conditions of practice (3 months) for a period of 2 years and 11 months. This order will come into effect at the end of 7 March 2023 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

Procedural summary for Case 59570/2017

With regard to your case bearing reference number 59570/2017 relating to lack of competence, this is the seventh review of the substantive conditions of practice order originally imposed by a Fitness to Practise Committee ('FtPC') panel on 9 January 2018 for six months. The order was reviewed on 13 July 2018 and was extended for a period of 12 months. The order was reviewed again on 24 June 2019 and replaced with a suspension order for six months. On 30 August 2019 the order was reviewed, and the panel decided to replace the suspension order with a conditions of practice order for the remaining period of the suspension order. On 15 January 2020, the conditions of practice order was confirmed for a further period of 12 months. On 21 December 2021, the conditions of practice order was varied and extended for 12 months. On 20 January 2022, the conditions of practice order was extended for a period of 12 months.

This order is due to expire at the end of 9 February 2023.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

Procedural summary for Case 69963/2018

With regard to your case bearing reference number 69963/2018 relating to misconduct, this is the second review of the conditions of practice order imposed by a Fitness to Practise Committee panel on 5 November 2021 for three months. The conditions of practice order imposed in this case was identical to that made in case bearing reference number 59570/2017. On 20 January 2022, the conditions of practice order was extended for a period of 12 months.

This order is due to expire at the end of 7 March 2023.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

Case reference: 59570/2017

The charges found proved by way of admission, in relation to case 59570/2017, which resulted in the imposition of the substantive order were as follows:

'That you, whilst working as a registered nurse at the Royal Wolverhampton Hospital, failed to demonstrate the standards of knowledge, skills and judgement required to practise without supervision as a Band 5 staff nurse in that:

1) Whilst working a shift on the Resuscitation Ward on the night shift 14-15 August 2016

- a) When talking to the family of Patient A you were unsure of what information you should disclose;*
- b) Were not able to make an independent decision about prioritisation of treatment of patients;*
- c) Failed to record observations of Patient B between 2000 and 2230 in a timely manner;*
- d) On several occasions required guidance relating to the administration of medications including*

- i) How to dilute IM Buscopan;*
- ii) How to administer IM Buscopan;*
- iii) How to draw up/dilute omeprazole*

e) Were observed to make the following errors when preparing/administering medication

- i) Incorrectly prepared a saline flush;*
- ii) Incorrectly used the Baxter pump;*
- iii) Intended to administer IV fluids to Patient C without ascertaining the prescribed duration;*
- iv) Gave multiple medications/infusions through the same cannula;*
- f) When treating Patient D, who was critically ill, you documented his basic observations incorrectly.*

2) On 03 December 2016 when treating Patient E you administered 2 doses of paracetamol when not supervised when

- a) You were not permitted to administer oral medication without supervision and*
- b) Patient E was not prescribed paracetamol.*

3) On 22 December 2016 or 23 December 2016 when treating Patient F you did not

- a) Carry out a pressure injury /skin assessment and/or*
- b) Request a skin assessment photograph from the medical illustration unit.*

4) On or around 08 January 2017 when caring for Patient G who had collapsed you did not

- a) *Ensure that essential information relating to the condition of Patient G was communicated to other staff caring for him, in a timely manner;*
- b) *Assist with the emergency care of Patient G when his condition deteriorated.*

AND in light of the above, your fitness to practise is impaired by reason of your lack of competence/ OR in light of the above, your fitness to practise is impaired by way of your misconduct.”

The sixth reviewing panel determined the following with regard to impairment:

‘In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

Regarding insight, the panel acknowledged your submission that you had done some work to develop your confidence and that you were able to identify that your fitness to practise remains impaired. However, it noted that you gave no consideration as to how your lack of competence and misconduct affected patients, colleagues, or the nursing profession. The panel was of the view that your submissions instead focussed on your own personal needs, how you wished to progress or transition in your career and how maintaining your nursing registration would assist you with opportunities in the future. It therefore found your insight to be limited at this stage.

Regarding remediation, the panel noted that it had no evidence before it that you have remedied the concerns relating to your practice. It acknowledged that the people supporting you at the Home had left and that you have not been working as a nurse since 2018. However, the panel was of the view that you could have undertaken actions, such as attending

courses, of your volition to address some of the areas relating to your practice.

The panel was of the view that the information given in relation to your current counselling course was very vague and it was unclear as to how this would allow you to remediate the areas of concern identified in your practice. It noted that you have not been working as a nurse for a period of 3 years, and determined that you are likely to repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel had regard to the fact that it had no evidence before it to demonstrate that you are capable of practicing safely without restriction. It was of the view that members of the public would be concerned that a nurse who had made little effort to address concerns relating to her practice was allowed to practice without restriction. The panel therefore determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that your fitness to practise remains impaired.'

The sixth panel determined the following with regard to sanction:

'The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case and the public protection issues identified. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

It then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues

identified, an order that does not restrict your practice would not be appropriate in the circumstances.

The panel next considered whether imposing a further conditions of practice order on your registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case and protect the public.

Whilst the panel was disappointed with your level of insight into your lack of competence and misconduct, it acknowledged that you have not been working as a nurse and have not had an opportunity to remediate the concerns relating to your nursing practice.

The panel gave serious consideration as to whether a suspension order would be the appropriate order but determined that at this time, and having heard your submissions regarding the course you are currently undertaking, the opportunity for mentorship and the possibility to address the concerns relating to your nursing practice, the panel was satisfied that a conditions of practice order is sufficient to protect the public and the public interest.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 9 February 2022. It decided to continue the following conditions which it considered remain appropriate and proportionate in this case:

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 confine your nursing practice to non-acute areas.*
2. *You must work with your line manager, mentor or supervisor (or nominated deputy) to create a personal development plan designed to address the concerns about the following areas of your practice:*
 - *Recognising and responding to emergency situations;*
 - *Medication administration and management;*
 - *Patient assessment and evaluating patient care;*
 - *Recognising the deteriorating patient and escalating their care (including communication with relatives).*
3. *You must ensure that you are supervised at any time that you are employed or otherwise providing nursing services. Your supervision must consist of working at all times under the direct supervision of a registered nurse until you are signed off as competent in your role by your line manager.*
4. *You must meet with your line manager, mentor or supervisor (or nominated deputy) at least weekly for the first 4 weeks and monthly thereafter, unless your manager thinks more frequently is required, to discuss the standard of your performance and your progress towards achieving the aims set out in your personal development plan.*
5. *You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your personal development plan to the NMC at least 14 days before any NMC review hearing or meeting.*
6. *You must allow the NMC to exchange, as necessary, information about the standard of your performance and your progress towards*

achieving the aims set out in your personal development plan with your line manager, mentor or supervisor (or their nominated deputy) and any other person who is or will be involved in your retraining and supervision with any employer, prospective employer and at any educational establishment.

7. *You must tell the NMC within 14 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.*

8. *You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them.*

9.
 - a) *You must within 14 days of accepting any post of employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study.*

 - b) *You must within 14 days of entering into any arrangements required by these conditions of practice [sic] provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.*

10. *You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures and disclose the conditions listed at 1 to 9 above, to them:*
 - *Any organisation or person employing, contracting with or using you to undertake nursing work.*

- *Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services.*
- *Any prospective employer (at the time of application) where you are applying for any nursing appointment.*
- *Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take a course (at the time of application).'*

Case reference 69963/2018

The charges found proved, in relation to case 69963/2018, which resulted in the imposition of the substantive order were as follows:

“That you, a registered nurse at Barchester Healthcare:

1. *On the shift of 26 May 2018 regarding Patient A:*
 - a. *Did not carry out frequent observations (admitted);*
 - b. *Attempted to take a blood pressure reading from the side on which Patient A had a fractured shoulder/arm;*
 - c. *Did not escalate for assistance from paramedics following the observations taken at 15:40 in relation to:*
 - i. *Temperature;*
 - ii. *Blood pressure;*
 - iii. *Heart rate;*
 - iv. *Respiration;*
 - d. *Did not escalate for assistance from the hospital following low fluid intake;*
2. *In relation to the substantive conditions of practice order made by a panel of the NMC Fitness to Practise Committee on 8-9 January 2018, failed to comply with clause 10 in that you did not notify the NMC of disciplinary*

proceedings at Barchester Healthcare within 14 days of receiving notice [of] them;

AND in light of the above, your fitness to practise is impaired by reason of your lack of competence/ OR in light of the above, your fitness to practise is impaired by way of your misconduct.”

The first reviewing panel determined the following with regard to impairment:

“In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

Regarding insight, the panel acknowledged your submission that you had done some work to develop your confidence and that you were able to identify that your fitness to practise remains impaired. However, it noted that you gave no consideration as to how your lack of competence and misconduct affected patients, colleagues, or the nursing profession. The panel was of the view that your submissions instead focussed on your own personal needs, how you wished to progress or transition in your career and how maintaining your nursing registration would assist you with opportunities in the future. It therefore found your insight to be limited at this stage.

Regarding remediation, the panel noted that it had no evidence before it that you have remedied the concerns relating to your practice. It acknowledged that the people supporting you at the Home had left and that you have not been working as a nurse since 2018. However, the panel was of the view that you could have undertaken actions, such as attending courses, of your volition to address some of the areas relating to your practice.

The panel was of the view that the information given in relation to your current counselling course was very vague and it was unclear as to how this would allow

you to remediate the areas of concern identified in your practice. It noted that you have not been working as a nurse for a period of 3 years, and determined that you are likely to repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel had regard to the fact that it had no evidence before it to demonstrate that you are capable of practicing safely without restriction. It was of the view that members of the public would be concerned that a nurse who had made little effort to address concerns relating to her practice was allowed to practice without restriction. The panel therefore determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that your fitness to practise remains impaired.”

The first reviewing panel determined the following with regard to sanction:

“The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case and the public protection issues identified. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

It then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances.

The panel next considered whether imposing a further conditions of practice order on your registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case and protect the public.

Whilst the panel was disappointed with your level of insight into your lack of competence and misconduct, it acknowledged that you have not been working as a nurse and have not had an opportunity to remediate the concerns relating to your nursing practice.

The panel gave serious consideration as to whether a suspension order would be the appropriate order but determined that at this time, and having heard your submissions regarding the course you are currently undertaking, the opportunity for mentorship and the possibility to address the concerns relating to your nursing practice, the panel was satisfied that a conditions of practice order is sufficient to protect the public and the public interest.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 9 February 2022. It decided to continue the following conditions which it considered remain appropriate and proportionate in this case:

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 confine your nursing practice to non-acute areas.*
- 2. You must work with your line manager, mentor or supervisor (or nominated deputy) to create a personal development plan designed to address the concerns about the following areas of your practice:*
 - Recognising and responding to emergency situations;*

- *Medication administration and management;*
 - *Patient assessment and evaluating patient care;*
 - *Recognising the deteriorating patient and escalating their care (including communication with relatives).*
3. *You must ensure that you are supervised at any time that you are employed or otherwise providing nursing services. Your supervision must consist of working at all times under the direct supervision of a registered nurse until you are signed off as competent in your role by your line manager.*
 4. *You must meet with your line manager, mentor or supervisor (or nominated deputy) at least weekly for the first 4 weeks and monthly thereafter, unless your manager thinks more frequently is required, to discuss the standard of your performance and your progress towards achieving the aims set out in your personal development plan.*
 5. *You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your personal development plan to the NMC at least 14 days before any NMC review hearing or meeting.*
 6. *You must allow the NMC to exchange, as necessary, information about the standard of your performance and your progress towards achieving the aims set out in your personal development plan with your line manager, mentor or supervisor (or their nominated deputy) and any other person who is or will be involved in your retraining and supervision with any employer, prospective employer and at any educational establishment.*
 7. *You must tell the NMC within 14 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.*

8. *You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them.*

9. *a) You must within 14 days of accepting any post of employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study.*

b) You must within 14 days of entering into any arrangements required by these conditions of practice [sic] provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.

10. *You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures and disclose the conditions listed at 1 to 9 above, to them:*
 - *Any organisation or person employing, contracting with or using you to undertake nursing work.*

 - *Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services.*

 - *Any prospective employer (at the time of application) where you are applying for any nursing appointment.*

 - *Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take a course (at the time of application)."*

Decision and reasons on current impairment

The panel has considered carefully whether your fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the Nursing and Midwifery Council ('NMC') has defined fitness to practise as a registrant's suitability to remain on the register without restriction. In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it, including the NMC bundle, and your responses. It has taken account of the submissions made by Mr Webb, on behalf of the NMC.

Mr Webb provided the panel with the background and procedural summary of the two cases, bearing reference numbers 059570/2017 and 069963/2018, and their respective conditions of practice orders. He stated that the previous panel reviewed both substantive orders in a single review hearing and submitted that in both cases, the conditions of practice order are identical except for their respective expiration dates. He explained that the conditions of practice in case 059570/2017 is expiring on 9 February 2023 and the conditions of practice in case 069963/2018 is expiring on 7 March 2023.

Mr Webb informed the panel that you are currently studying for a Master of Science ('your course') until 2024 and that you are not currently practising as a nurse. He submitted that, as a result, the conditions of practice imposed have not been engaged and that therefore, the concerns previously identified remain not addressed. He submitted that in light of this, your fitness to practise remains impaired.

With regards to sanction, Mr Webb submitted that an order remains necessary on the grounds of public protection and public interest, and that conditions of practice remain appropriate in the circumstances of this case. He submitted that once you complete your course, you intend to return to a nursing practice. He invited the panel to further the existing conditions of practice orders to cover the period of the duration of your course. With regards to case 059570/2017, he invited the panel to extend the conditions of

practice order for a period of three years. With regards to case 069963/2018, he invited the panel to extend the conditions of practice order for a period of two years and 11 months. He explained that an extension for those specific periods of time would enable the respective expiry dates of each conditions of practice order to become more or less aligned. He stated that, should your circumstances change, you were entitled to request for an early review.

The panel also had regard to your responses. The panel heard that you want to keep your PIN number ('PIN') and registration. You explained that once you qualify, you are interested in working in the areas of addiction or grief. You stated that you wanted to help people who suffer with trauma and addiction and wanted to keep your clinical registration as it may be helpful to you in your future practice, but you do not intend to return to a practice as a nurse in a ward or a care home. You stated that you want to remediate the concerns and eventually comply with the conditions of practice imposed, but that at the moment, you want to focus on completing your course. You explained that once you have completed your course, you will then look for a role which will enable you to address the concerns raised and meet the conditions of practice imposed.

In reply to questions from the panel, you provided details about your course. You stated that you feel that retaining your nursing registration would be relevant and useful to the area of work you wish to move into and are reluctant to give up your registration if it is at all possible. With regard to how you are currently keeping abreast of changes in clinical practice or working towards meeting the requirements of your conditions of practice, you stated that you are talking to friends who are nurses and using case studies provided by your course to gain insight into medication use. You feel that the experience you are getting through your counselling course is relevant to the conditions of practice. You clarified that you will complete the course in July 2024.

The panel accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel determined that your fitness to practise remains impaired. In reaching its decision, the panel took into account that there is little change in your circumstances since the last review hearing. It took into account that today you demonstrated some insight, but that this was limited as you are undergoing studies. It noted that you have not had the opportunity to fully reflect on the failures in your clinical practice and the concerns raised. It also took into account that you indicated that you intend to seek to remediate the failures in your practice after completing the course. It noted that you want to return to a nursing practice after you complete the course, and that you do not intend on working as a nurse in a hospital or care home again.

The panel did not have the benefit of formal details on the course you are undertaking and a written piece on how it is linked to you being able to continue practising as a nurse. However, the panel heard your responses and has no reason to disbelieve that you are currently on a course.

On the basis of the evidence before it, the panel determined that you have not yet strengthened your practice in relation to the charges found proved and there is a risk of repetition should you be allowed to practise without restriction. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that your fitness to practise remains impaired.

The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case, and the lack of opportunity for you to demonstrate full remediation. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

The panel then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where *'the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.'* The panel considered that your misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether imposing a further conditions of practice order on your registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel accepted that you have been unable to comply with conditions of practice as you have not been engaged in a nursing role since 2018 and are presently on a full-time course until July 2024. It noted that you have continued to engage with the NMC and attending the review hearings and that you are willing to comply with the conditions imposed.

The panel was of the view that a further conditions of practice order is sufficient to and continues to protect patients and serve the wider public interest. In this case, there are conditions could be formulated which would protect patients during the period they are in force.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate, not be a reasonable response and serve no purpose in the circumstances of your case you are currently on a course until July 2024, and you are not intending to work as a nurse until you complete the course.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to extend the conditions of practice order in case 059570/2017 for a period of three years, which will come into effect on the expiry of the current order, namely at the end of 9 February 2023.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to extend the conditions of practice order in case 059570/2017 for a period of two years and 11 months, which will come into effect on the expiry of the current order, namely at the end of 7 March 2023.

The panel decided to impose the existing conditions, it was of the view that they continue to be appropriate and proportionate in this case:

'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 confine your nursing practice to non-acute areas.*
2. *You must work with your line manager, mentor or supervisor (or nominated deputy) to create a personal development plan designed to address the concerns about the following areas of your practice:*
 - *Recognising and responding to emergency situations;*
 - *Medication administration and management;*
 - *Patient assessment and evaluating patient care;*
 - *Recognising the deteriorating patient and escalating their care (including communication with relatives).*
3. *You must ensure that you are supervised at any time that you are employed or otherwise providing nursing services. Your supervision must consist of working at all times under the direct supervision of a registered nurse until you are signed off as competent in your role by your line manager.*
4. *You must meet with your line manager, mentor or supervisor (or nominated deputy) at least weekly for the first 4 weeks and monthly thereafter, unless your manager thinks more frequently is required, to discuss the standard of your performance and*

your progress towards achieving the aims set out in your personal development plan.

5. *You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your personal development plan to the NMC at least 14 days before any NMC review hearing or meeting.*
6. *You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your personal development plan to the NMC at least 14 days before any NMC review hearing or meeting.*
7. *You must tell the NMC within 14 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.*
8. *You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them.*
9. a) *You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them.*

b) *You must within 14 days of entering into any arrangements required by these conditions of practice [sic] provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.*
10. *You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures and disclose the conditions listed at 1 to 9 above, to them:*
 - *Any organisation or person employing, contracting with or using you to undertake nursing work.*

- *Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services.*
- *Any prospective employer (at the time of application) where you are applying for any nursing appointment.*
- *Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take a course (at the time of application).*

Before the end of the period of the orders, a panel will hold a review hearing to see how well you have complied with the orders. At the review hearing the panel may revoke the orders or any condition of it, it may confirm the orders or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by the following, preferably with written information provided before the next review hearing:

- Details of any course you are undertaking and any qualifications you have achieved
- Details of any employment that you are undertaking at the date of the review, or have undertaken since this review
- A reflective piece on how your course is linked to you being able to continue practising as a nurse and the areas of work you are planning to go into
- A reflective piece or evidence on how you are keeping up to date with a clinical practice
- References or testimonials from course tutors, colleagues or employers, and
- Your attendance at the next review.

This will be confirmed to you in writing.

That concludes this determination.