

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday 25 March 2022**

Virtual Hearing

Name of registrant: Georgina Marie Cullen

NMC PIN: 09B1309E

Part(s) of the register: Registered Nurse
Adult - April 2009

Area of registered address: Lancashire

Panel members: Maria Delauney (Chair, Registrant member)
Hayley Ball (Registrant member)
Dee Rogers (Lay member)

Legal Assessor: Paul Hester

Hearings Coordinator: Renee Melton-Klein

Nursing and Midwifery Council: Represented by Simeon Wallis, Case Presenter

Mrs Cullen: Not present and not represented at the hearing

Interim order directed: **Interim conditions 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 one substantive employer, which must not be an agency or working on the bank.
2. You must not carry out medication management unless you are under the direct supervision of another registered nurse; nor should you have any access to the controlled medicines cupboard.
3. You must ensure that you are supervised 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 another registered nurse.
4. You must work with a line manager mentor or supervisor to create a personal development plan (PDP). Your PDP must address concern specifically in relation to;
 - a. Controlled drugs administration;
 - b. Record keeping and documentation.

You must send your case officer a copy of your PDP before your next review hearing.

5. You must:

- a. Meet with your line manager, mentor, or supervisor every two weeks to discuss the aims set out in your PDP, as well as your conduct and clinical performance.
 - b. Send your case officer a report of these meetings before any review hearing or meeting. This report must show your progress towards achieving the aims set out in your PDP and comment upon your conduct and clinical performance.
6. 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.
7. 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.
8. 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.
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 Mrs Cullen's 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, Mrs Cullen or the Nursing and Midwifery Council (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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Cullen. The NMC will write to Mrs Cullen when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Cullen in writing.

That concludes this determination.