

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

**Substantive Meeting  
15 –17 November 2022**

Virtual Meeting

<b>Name of registrant:</b>	<b>Ellen Harper</b>
<b>NMC PIN:</b>	17G2803E
<b>Part(s) of the register:</b>	Registered Nurse - Children Nursing RNC 13 January 2018
<b>Relevant Location:</b>	Birmingham
<b>Type of case:</b>	Health and lack of competence
<b>Panel members:</b>	Avril O'Meara (Chair, lay member) Sue Field (Registrant member) Alison Lyon (Lay member)
<b>Legal Assessor:</b>	James Holdsworth
<b>Hearings Coordinator:</b>	Catherine Acevedo
<b>Facts proved by admission:</b>	Charge 1, and charge 2 in relation to Schedule 2 - 1a, 1b, 1c, 2b, 3b(i), 3b(ii), 3c(ii), 3d, 5, 6, 7, 8a, 9, 10a, 10b(i), 10b(ii), 10c.
<b>Facts proved:</b>	Charge 2 in relation to Schedule 2 – 3a, 4
<b>Facts not proved:</b>	Charge 2 in relation to Schedule 2 – 2a, 3c(i), 8b
<b>Fitness to practise:</b>	Impaired
<b>Sanction:</b>	Conditions of practice order (18 months)
<b>Interim order:</b>	Interim conditions of practice order (18 months)

The panel determined that the following conditions are 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. [PRIVATE].
2. You must restrict your practice to a single employer and this must not be an agency.
3. [PRIVATE]
4. You must ensure that you are supervised by a 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.
5. You must not administer medication unless under direct supervision by another registered nurse or until certified competent to do so by your employer. Any such certification must be in writing, and you must send a copy of it to the NMC within 7 days of receiving it.
6. You must work with your supervisor or line manager to create a personal development plan (PDP). Your PDP must address the following concerns:
  - Medication management and administration;
  - Safe and effective communication;
  - Record keeping;
  - Recognition and appropriate escalation of a deteriorating patient; and
  - A demonstration of how you will develop resilience in your clinical practice.

You must:

- a) Send your case officer a copy of your PDP within 7 days of it being put in place.

- b) Meet with your supervisor or line manager at least every month to discuss your progress towards achieving the aims set out in your PDP.
- c) Send your case officer a report from your supervisor or line manager prior to the next review hearing. This report must show your progress towards achieving the aims set out in your PDP.

7. [PRIVATE]

- 8. 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.
- 9. 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.
- 10. 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;
- 11. 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.
- 12. 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 period of this order is for 18 months.

Before the end of the period of the order, a panel will hold a review hearing to see how well Miss Harper has complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order 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:

- Your continued engagement with the NMC.
- [PRIVATE]
- Evidence of professional development, including documentary evidence of competency assessments in the practice areas identified in condition 6.
- Testimonials from a line manager, supervisor or colleagues.

This decision will be confirmed to Miss Harper in writing.