

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 29 December 2023**

Virtual Hearing

Name of Registrant:	Gency George
NMC PIN	22H1656O
Part(s) of the register:	Nursing – RNA – 19 August 2022
Relevant Location:	Liverpool City
Panel members:	Godfried Attafua (Chair, registrant member) Hayley Ball (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	John Bromley-Davenport KC
Hearings Coordinator:	Hanifah Choudhury
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Mrs Gency George:	Not present and unrepresented
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 eighteen 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 a single substantive employer, which must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure you are directly supervised when managing or administering any medication to any patient until such time as you are deemed competent by your line manager mentor or supervisor.
4. You must send your NMC case officer evidence that you have successfully completed competency in medicines management and administration within 7 days of completion.
5. 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.
6. You must work with your line manager/mentor/supervisor to create a personal development plan (PDP). Your PDP must address the concerns about:
 - Medicine management and administration
 - Communication with multidisciplinary team

- Time management,
- Record keeping and documentation,
- Situational awareness, and
- Ability to identify own skills and limitations

7. You must:

- Send your case officer a copy of your PDP once devised.
- Send your case officer a report from your line manager/mentor/supervisor prior to any review hearing or meeting. This report must show your progress towards achieving the aims set out in your PDP

8. You must meet with your line manager, mentor or supervisor every fortnight to discuss your performance and conduct. A report from your line manager, mentor or supervisor must be sent to your NMC case officer prior to any review hearing or meeting.

9. You must keep the NMC informed about anywhere you are working by:

- Telling your case officer within seven days of accepting or leaving any employment.
- Giving your case officer your employer's contact details.

10. You must keep the NMC informed about anywhere you are studying by:

- Telling your case officer within seven days of accepting any course of study.
- Giving your case officer the name and contact details of the organisation offering that course of study.

11. You must immediately give a copy of these conditions to:

- 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.
12. 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.
13. 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 George'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 George 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 George. The NMC will write to Mrs George when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs George in writing.

That concludes this determination.