

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

**Interim Order Review Hearing  
Wednesday, 29 November 2023**

Virtual Hearing

|                                       |   |
|---------------------------------------|---|
| <b>Name of Registrant:</b>            | Carmina C Balanon   |
| <b>NMC PIN</b>                        | 04H0622O  |
| <b>Part(s) of the register:</b>       | Registered Nurse – Sub Part 1<br>Adult Nursing – 18 August 2004   |
| <b>Relevant Location:</b>             | South Gloucestershire   |
| <b>Panel members:</b>                 | Dave Lancaster (Chair, Lay member)<br>Dr Natasha Duke (Registrant member)<br>Clare Taggart (Lay member) |
| <b>Legal Assessor:</b>                | Richard Ferry-Swainson  |
| <b>Hearings Coordinator:</b>          | Sabrina Khan  |
| <b>Nursing and Midwifery Council:</b> | Represented by Ben Edwards, Case Presenter  |
| <b>Mrs Balanon:</b>                   | Present and not represented in this hearing   |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18 months)  |
| <b>Outcome of review:</b>             | <b>Interim conditions of practice order varied</b>  |

## **Decision and reasons on interim order**

The panel decided to vary the current interim conditions of practice order.

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 could be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
  - a) Working at all times on the same shift as, but not always directly observed by, a registered nurse.
  - b) Monthly meetings with your line manager, mentor or supervisor to discuss your adherence to maintaining professional boundaries.
4. You must send to the NMC before any review hearing a report from your line manager, mentor or supervisor commenting on your compliance with these conditions, in particular your adherence to maintaining professional boundaries.
5. You must keep the NMC informed about anywhere you are working by:
  - a) Telling your NMC case officer within seven days of accepting or leaving any employment.
  - b) Giving your NMC case officer your employer's contact details.
6. You must keep the NMC informed about anywhere you are studying by:

- a) Telling your NMC case officer within seven days of accepting any course of study.
  - b) Giving your NMC case officer the name and contact details of the organisation offering that course of study.
7. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.
  - b) Any agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
8. You must tell your NMC 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.
9. You must allow your NMC 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 your 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, you or the 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 the reviewing 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.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.