

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

**Interim Order Review Hearing  
Thursday, 02 November 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Elizabeth Dorothy Carney
<b>NMC PIN</b>	91A1099E
<b>Part(s) of the register:</b>	Registered Nursing – RN1, Adult Nurse (April 1994)
<b>Relevant Location:</b>	Cheshire
<b>Panel members:</b>	Anthony Kanutin (Chair, lay member) Bernadette Nipper (Registrant member) Alice Robertson Rickard (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Muminah Hussain
<b>Nursing and Midwifery Council:</b>	Represented by Alban Brahimi, Case Presenter
<b>Mrs Carney:</b>	Not present and unrepresented
<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 was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

*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 not work for more than one employer. This can be an agency, but any temporary placement must be for a minimum of three months in the same unit or ward.
- 2) You must not be the sole nurse or the nurse in charge of any shift, unit, floor or department.
- 3) You must be directly supervised by a registered nurse when administering medication until they confirm that you are competent in medication administration and management.
- 4) You must meet with your supervisor / line manager / mentor at least every two weeks to discuss:
  - Your knowledge, understanding and competence in medicines management policy and procedure
  - Record keeping
  - Escalating concerns appropriately
- 5) Prior to the next review hearing, you must send your case officer a report from the meetings with your supervisor / line manager / mentor about:
  - Your knowledge, understanding and competence in medicines management policy and procedure

- Record keeping
  - Escalating concerns appropriately
- 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 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.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
- 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 Carney'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 Carney 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 conditions of practice 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. Mrs Carney's case officer will write to her about this in due course.

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

This will be confirmed to Mrs Carney in writing.

That concludes this determination.