

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 19 September 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Michelle Karen McLaren
<b>NMC PIN</b>	0117980E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 18 September 2006
<b>Relevant Location:</b>	Manchester
<b>Panel members:</b>	Sarah Hamilton (Chair, Lay member) Alister Campbell (Registrant member) Carol Jackson (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Hamizah Sukiman
<b>Nursing and Midwifery Council:</b>	Represented by Zainab Mohamed, Case Presenter
<b>Miss McLaren:</b>	Present and represented by James Randall, instructed by UNISON
<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.

‘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. This employment could be through an agency, but this must be restricted to one placement for a period of not less than three months.
2. You must not be the sole registered nurse in any shift.
3. You must not be the nurse in charge of any shift.
4. You must not undertake any medication administration or management unless directly supervised by another registered nurse, until you are assessed by your line manager, mentor or supervisor, as competent to administer and manage medication independently.
5. 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 supervised by a registered nurse.
6. You must meet fortnightly with your line manager, mentor or supervisor to discuss all aspects of your clinical practice and professional conduct with specific regard to the following areas:
  - a) Maintaining professional boundaries with patients and service users.
  - b) Medication administration and management.
7. You must send a report from your line manager, supervisor or mentor, to the Nursing and Midwifery Council (NMC), setting out your progress with

regards to the areas specified in condition six, prior to any review hearing or meeting.

8. 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.
  
9. 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.
  
10. 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.
  
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.

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 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. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.