

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

**Interim Order Review Hearing  
Friday, 8 March 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Elzbieta Ksiazko Berdel
<b>NMC PIN</b>	10H0014C
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – (August 2010)
<b>Relevant Location:</b>	Derby
<b>Panel members:</b>	Paul Grant (Chair, Lay member) Jane Jones (Registrant member) Susan Laycock (Lay member)
<b>Legal Assessor:</b>	Jayne Wheat
<b>Hearings Coordinator:</b>	Clara Federizo
<b>Nursing and Midwifery Council:</b>	Represented by Ruhena Parker, Case Presenter
<b>Mrs Berdel:</b>	Not present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm 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 be directly supervised at all times during medication management and administration, until signed off as competent by another registered nurse.
2. You must ensure that you are supervised by a registered nurse any time you are working as a registered nurse. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.
3. You must not be the nurse in charge of a shift.
4. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least monthly to discuss your clinical performance, with particular reference to:
  - a) Medicines administration;
  - b) Documentation;
  - c) Falls management, and
  - d) Escalation of clinical concerns.
5. You must send a report to the NMC, before any NMC review hearing or meeting, from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your clinical performance, with particular reference to:

- a) Medicines administration;
- b) Documentation;
- c) Falls management, and
- d) Escalation of clinical concerns.

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 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.

8. 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.

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

- a) Any organisation or person you work for as a registered nurse.
- b) Any agency you apply to or are registered with for work as a registered nurse.
- c) Any employers you apply to for work as a registered nurse (at the time of application).

- d) Any establishment you apply to for work as a registered nurse (at the time of application), or with which you are already enrolled, for a course of study connected to nursing or midwifery.
- e) Any current or prospective patients or clients you intend to see or care for when you are working independently as a registered nurse.

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 Berdel'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 Berdel 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 Berdel'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 Berdel. The NMC will keep Mrs Berdel informed of developments in relation to that issue.

This will be confirmed to Mrs Berdel in writing.

That concludes this determination.