

**Nursing and Midwifery Council
Investigating Committee**

Interim Order Review Hearing

Wednesday, 17 December 2025

Virtual Hearing

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| Name of Registrant: | Kara Natalie Huggins |
| NMC PIN: | 09E0330E |
| Part(s) of the register: | Registered Nurse - Children (RNC) 22 October 2009 Nurse Independent / Supplementary Prescriber (V300) 6 February 2024 |
| Relevant Location: | Yorkshire |
| Panel members: | Christopher Taylor (Chair, Registrant member) Jenny Gough (Registrant member) Richard Carnell (Lay member) |
| Legal Assessor: | Ben Stephenson |
| Hearings Coordinator: | Peaches Osibamowo |
| Nursing and Midwifery Council: | Represented by Zainab Mohamed, Case Presenter |
| Mrs Huggins: | Not present and not represented at this hearing |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | Interim conditions of practice order varied |

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 only work for [PRIVATE].
- 2) You should meet monthly with a mentor or supervisor, who must be a registered nurse, to review:
 - a) The adequacy of your systems and procedures relating to safeguarding, safe use of medication, infection control, and governance of the Clinic;
 - b) The adequacy of your supervision of your staff in the Clinic;
 - c) The allocation of staff and resources; and
 - d) The safe care of individual patients accessing your services.
- 3) You must provide the NMC with a report from your mentor or supervisor regarding your progress of the matters raised in points 2a to 2d above. This should be provided to your NMC case officer 7 days prior to any review hearing or meeting.
- 4) You must send your NMC case officer evidence that you have successfully completed any training relating to your leadership and management, with details of the topics covered, 7 days prior to any review hearing or meeting.

- 5) You must send your NMC case officer evidence that you have successfully completed Hull University Business School's '*Help to Grow Management Programme*' within 7 days of completion.
- 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 keep a copy of these conditions on file at the Clinic, and provide a copy to your mentor or supervisor.
- 9) 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.
- 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 Huggins' 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 Huggins 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 Huggins. The NMC will write to Mrs Huggins when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Huggins in writing.

That concludes this determination.