

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 27 October 2025**

Virtual Hearing

Name of Registrant:	Natasha Kassell
NMC PIN:	14L1189E
Part(s) of the register:	Registered Nurse – Sub part 1 Children Nursing (Level 1) – 20 September 2017
Relevant Location:	Milton Keynes
Panel members:	Ingrid Lee (Chair, Lay member) Tom Manson (Lay member) Romina Scaramagli (Registrant member)
Legal Assessor:	Monica Daley
Hearings Coordinator:	Margia Patwary
Nursing and Midwifery Council:	Represented by Nazmeen Imambaccus, Case Presenter
Miss Kassell:	Present and represented by Hannah Kinney, instructed by the Royal College of Nursing (RCN)
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 limit your employment to one substantive employer which must not be an agency or bank.
2. You must not be a lone worker.
3. You must not be the sole nurse in charge on any shift
4. You must be indirectly supervised any time you are working. This means you must work on the same shift as but not directly observed by another registered nurse. The supervisor must not be remote to your place of work.
5. You must meet monthly with your line manager, supervisor or mentor to discuss your demonstration of maintaining professional boundaries and how you continue to demonstrate them.
6. You must send a report from your line manager, supervisor or mentor prior to the NMC prior to any review hearing outlining your discussions and progress in maintaining professional boundaries.
7. You must keep 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.

8. You must keep 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.
- 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.

10. 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.

11. 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

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

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 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 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.