

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 6 October 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Kelly York
<b>NMC PIN:</b>	15F2611E
<b>Part(s) of the register:</b>	Registered Nurse- Sub Part 1 Adult Nursing - (Level 1) 14 September 2015
<b>Relevant Location:</b>	Essex
<b>Panel members:</b>	Mahjabeen Agha (Chair, lay member) Anne-Marie Borneuf(Registrant member) Niall McDermott (Lay member)
<b>Legal Assessor:</b>	Natalie Byrne
<b>Hearings Coordinator:</b>	Sharmilla Nanan
<b>Nursing and Midwifery Council:</b>	Represented by Isabelle Knight, Case Presenter
<b>Miss York:</b>	Not present and unrepresented at the hearing
<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 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. [PRIVATE]
2. You must only work for a single substantive employer and this must not be an agency.
3. You must be directly supervised when administering medication by a Band 6 or above registered nurse until you have been assessed as competent.
  - A copy of the completed assessment of competency must be sent to the NMC prior to the next review.
4. 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 observed by, a registered nurse.
5. You must meet with your line manager, mentor or supervisor every two weeks to discuss your overall clinical performance [PRIVATE]
6. You must obtain and send a report from your line manager, mentor or supervisor regarding your overall clinical performance [PRIVATE] to the NMC prior to any review.

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. 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.

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

- a. Any organisation or person you work for.

12. You must tell your case officer, within seven days of your becoming aware of:

- Any clinical incident you are involved in.
- Any investigation started against you.
- Any disciplinary proceedings taken against you.

13. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:

- Any current or future employer.
- Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Miss York'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, Miss

York 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 Miss York. The NMC will write to Miss York when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss York in writing.

That concludes this determination.