

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

**Interim Order Review Hearing
Wednesday, 3 September 2025**

Virtual Hearing

Name of Registrant:	Kelly Carr
NMC PIN:	15F2451E
Part(s) of the register:	Registered Adult Nurse – Sub Part 1 (14 September 2015)
Relevant Location:	Plymouth
Panel members:	Richard Youds (Chair, Lay member) Juliana Thompson (Registrant member) Barry Greene (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Isabella Kirwan, Case Presenter
Mrs Carr:	Not present and not represented at this hearing (the Royal College of Nursing (RCN) provided written submissions)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel determined that the public would remain suitably protected by the confirmation of the following conditions:

‘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 single substantive employer. If the employer is an agency, then work placements must be no less than three months in duration.
2. You must not work as the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse anytime you are undertaking clinical duties. Your supervision must consist of working at all times on the same shift, but not always directly observed by another registered nurse.
4. You must be directly supervised when managing and administering medication by another registered nurse, until you are assessed and deemed competent.
5. You must have monthly meetings with your line manager, supervisor or mentor to discuss:
 - Maintaining professional communication with patients and colleagues
 - Maintaining professional boundaries with colleagues
 - Medication management and administration

- Record keeping
 - Management of escalation of deteriorating patients
6. You must send a report from your line manager, supervisor or mentor to the NMC prior to any review. The report should comment on your:
- Maintaining professional communication with patients and colleagues
 - Maintaining professional boundaries with colleagues
 - Medication management and administration
 - Record keeping
 - Management of escalation of deteriorating patients
7. 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.
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.
 - 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 Mrs Carr'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 Carr 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 Carr'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 Carr. The NMC will keep Mrs Carr informed of developments in relation to that issue.

This will be confirmed to Mrs Carr in writing.

That concludes this determination.