

Nursing and Midwifery Council

Agreed Removal Decision

Registrant: Kathleen Whitehead

PIN: 75E2222E

Part(s) of the register: Registered Nurse - Adult (Level 2) Nursing

Relevant Location: Ross-shire

On 27 July 2020 we received a referral raising a concern about Kathleen Whitehead's fitness to practise. It's alleged that while Kathleen Whitehead was employed as a home manager she:

- did not ensure that a fall was reported to the Care Inspectorate or that adequate falls risk assessments were completed by staff
- did not ensure that residents' care plans, medicine management care plans, nutrition plans, food and fluid charts, pain assessment tools, skin integrity care plans or end of life care plans were updated or evaluated by staff
- did not ensure that a resident was given their prescribed nutritional supplement
- did not ensure that staff documented the outcome of a speech and language therapy referral
- did not ensure that a choking risk assessment was completed by staff for a resident
- did not ensure that staff regularly repositioned a resident or documented that they were repositioning
- did not ensure adequate infection control at the Home or that the Home had a contingency plan in place in the event of staff being unable to attend the home due to covid-19.

We investigated the issue and the matter was referred to the Fitness to Practise Committee. No allegation against Kathleen Whitehead has yet been found substantively proved by one of our statutory committees.

Kathleen Whitehead accepts most of the concerns raised about her and has demonstrated insight into the concerns raised about her management of the Home. However she doesn't accept that:

- she did not ensure staff consistently completed food and fluid charts for two residents
- she did not ensure an end of life care plan was in place for a resident
- she did not ensure a resident was given their prescribed nutritional supplement
- she did not ensure that staff regularly repositioned a resident or documented that they were repositioning

- she did not ensure that the staff wore face masks, washed their hands consistently or that she didn't ensure that the Home was sufficiently clean during the pandemic.

On 21 August 2025 we received an application from Kathleen Whitehead for agreed removal from the NMC register.

ASSISTANT REGISTRAR'S DECISION

As an Assistant Registrar, I have delegated authority to make decisions about agreed removal and have agreed to removal from the NMC register in this case.

In accordance with Rule 14 of the Nursing and Midwifery Council (Education, Registration and Registration Appeals) Rules 2004, in considering Kathleen Whitehead's application for agreed removal, I've taken into account:

- agreed removal application dated 21 August 2025 and supporting documentation
- letter from previous employer dated 11 April 2024
- report to the case examiners and accompanying documentation
- case examiner decision letter dated 3 April 2023
- the interests of Kathleen Whitehead
- the public interest.

We contacted the person who made the allegation against Kathleen Whitehead for their comments on the application for agreed removal. However they confirmed that they had no comments to make.

I'm satisfied that:

- Kathleen Whitehead acknowledges the concerns raised during the period she was the home manager and has insight into the shortcomings of her practice
- Kathleen Whitehead regrets not acting more robustly in following up with staff and providers and that she now recognises how this placed residents at risk of harm
- there isn't evidence to show that Kathleen Whitehead put her own priorities or those of the Home before her professional duty to ensure the safety and dignity of people receiving care
- there is also no evidence to suggest that Kathleen Whitehead deliberately intended to cause harm to the residents
- Kathleen Whitehead no longer intends to work as a registered nurse
- although serious, the allegations against Kathleen Whitehead aren't likely to result in a striking-off order
- there are no other good reasons requiring us to consider the allegations further at this time
- the public interest is best served by agreeing the application for removal and enabling Kathleen Whitehead to leave the NMC register.

We'll publish a record of this decision for twelve months from the date of the decision, 04 September 2025. In the event that Kathleen Whitehead seeks readmission to the register, we may consider the matters that led to this agreed removal further.