

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
16 January 2025**

Virtual Hearing

Name of Registrant:	Ainslie Kathryn Mary Kincaid
NMC PIN:	86Y0301S
Part(s) of the register:	Registered Nurse - Adult RN1 – May 1990
Relevant Location:	Scotland
Panel members:	Sarah Hamilton (Chair, lay member) Suzie Adam (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	Natalie Byrne
Hearings Coordinator:	Samara Baboolal
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mrs Kincaid:	Present and represented by Amy Kinney, instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

As such it 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 work for one substantive employer. If this is an agency, this must be for a minimum placement of three months.
2. You must ensure that you are supervised anytime 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 health practitioner.
3. You must meet with your manager or supervisor on a biweekly basis to discuss:
 - Your escalation of deteriorating patients;
 - Your record keeping;
 - Your administration of medication; and
 - Working within your own scope of practice
4. You must provide a report from your line manager or supervisor to your NMC Case Officer, prior to the next review hearing, commenting on your progress in relation to:

- Your escalation of deteriorating patients;
 - Your record keeping;
 - Your administration of medication; and
 - Working within your own scope of practice
5. 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.
6. 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.
7. 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.
8. 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.
9. 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 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 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 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.