

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

**Interim Order Review Hearing  
Tuesday 16 August 2022**

Virtual Hearing

<b>Name of registrant:</b>	<b>Nicola Grace Cornthwaite</b>
<b>NMC PIN:</b>	86H0412E
<b>Part(s) of the register:</b>	Registered Nurse – Adult RN1 (October 1989)
<b>Relevant Location:</b>	Lancashire
<b>Panel members:</b>	Rachel Ellis (Chair, Lay member) Ross Cheape (Registrant member) David Newsham (Lay member)
<b>Legal Assessor:</b>	William Hoskins
<b>Hearings Coordinator:</b>	Nandita Khan Nitol
<b>Nursing and Midwifery Council:</b>	Represented by Tom Hoskins, Case Presenter
<b>Mrs Cornthwaite:</b>	Not present and unrepresented
<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 was of the view that the public would remain suitably protected by the continuation 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 restrict your practice to one substantive employer which must not be an agency.
2. You must ensure that you are directly supervised by another registered nurse any time you are involved in the management or administration of medication.
3. You must ensure that you are supervised by your line manager, mentor or supervisor. This supervision will be monthly meetings to discuss your workload, performance and conduct as well as the management and administration of medication.
4. You must obtain a report from your line manager, mentor or supervisor. The report must contain details of your:
  - a. Compliance with these conditions.
  - b. Workload, performance and conduct.
  - c. Management and administration of medication.

You must send your NMC case officer the report prior to the next review hearing.

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 employers you apply to for work (at the time of application).
  - c. 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.

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

Unless Mrs Cornthwaite'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 Cornthwaite 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 Cornthwaite'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 Cornthwaite. The NMC will keep Mrs Cornthwaite informed of developments in relation to that issue.

This will be confirmed to Mrs Cornthwaite in writing.

That concludes this determination.