

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

**Interim Order Review Hearing
Tuesday 24 May 2022**

Virtual Hearing

Name of registrant:	Miss Evdokia Zlatareva
NMC PIN:	09Y0010C
Part(s) of the register:	Nurses part of the register Sub part 1 RN1: Adult nurse, level 1 (24 March 2009)
Relevant Location:	Buckinghamshire, and London borough of Harrow
Panel members:	Rachel Ellis (Chair, lay member) Georgina Witherow (Registrant member) Tricia Breslin (Lay member)
Legal Assessor:	Andrew Young
Hearings Coordinator:	Isobel Clymer
Nursing and Midwifery Council:	Represented by Yvonne Ferns, Case Presenter
Miss Zlatareva:	Not present and unrepresented
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 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 limit your nursing practice to one substantive employer, not being an agency.
2. You must not practise as the nurse in charge.
3. You must be directly observed by a registered nurse when administering medication until such a time that you are deemed competent by a line manager, mentor or supervisor.
4. You must ensure that you are supervised 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
 - Fortnightly meetings with your line manager, mentor or supervisor to discuss your nursing practice with particular regard to the following with:
 - o General Data Protection Regulation (GDPR)
 - o The administration of medication
 - o COVID-19 policy
 - o Record keeping.
5. You must provide the NMC with a report from your line manager,

mentor or supervisor prior to the next review of this order, with particular regard to:

- General Data Protection Regulation (GDPR),
- The administration of medication
- COVID-19 policy
- Record keeping.

6. 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.

7. 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.

8. 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.

9. 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.

10. 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 line manager, mentor or supervisor.
- b) Any current or future employer.
- c) Any educational establishment.
- d) 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 Miss Zlatareva'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 Zlatareva 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 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Zlatareva. The NMC will keep Miss Zlatareva informed of developments in relation to that issue.

This will be confirmed to Miss Zlatareva in writing.

That concludes this determination.