

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

**Interim Order Review Hearing  
Tuesday, 23 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Angeline Keown
<b>NMC PIN</b>	18I0303N
<b>Part(s) of the register:</b>	Registered Nurse – sub part 1 RNMH: Mental health nurse, level 1 (30 October 2018)
<b>Relevant Location:</b>	Ardglass
<b>Panel members:</b>	Denford Chifamba (Chair, registrant member) Vikki Coleman (Registrant member) Linda Redford (Lay member)
<b>Legal Assessor:</b>	Andrew Granville-Stafford
<b>Hearings Coordinator:</b>	Catherine Blake
<b>Nursing and Midwifery Council:</b>	Represented by Isabelle Knight, Case Presenter
<b>Ms Keown:</b>	Present and represented by Conor Leonard, instructed by the Royal College of Nursing (RCN)
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 varied 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 TWO substantive employers, one of which may be an agency. If you work for a nursing agency as a registered nurse, it must only be at no more than TWO nominated places of work on a consistent basis to allow for monitoring and supervision of your practice.
2. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
  - a) Working at all times on the same shift as, but not always directly observed by a registered nurse.
3. You must keep a reflective practice profile. The profile will consist of reflections of your practice around:
  - a) Your professionalism in practice;
  - b) Your communication in handover;
  - c) Providing dignified and compassionate care;
  - d) Appropriate prioritisation of care when colleagues need assistance.
4. You should submit this reflective practice profile to the NMC prior to each review hearing.

5. Prior to each review hearing you must send the NMC a report from your supervisor who must be a registered nurse, regarding your practice. In particular:
  - a) Your professionalism in practice;
  - b) Your communication in handover;
  - c) Providing dignified and compassionate care;
  - d) Appropriate prioritisation of care when colleagues need assistance.
  
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 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.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

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 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 varied interim conditions of practice order and it will run for the remainder of the current interim order.

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 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. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.