

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

**Interim Order Review Hearing
Thursday, 8 February 2024**

Virtual Hearing

Name of Registrant:	Hannah-Kate Ford
NMC PIN	05D0756E
Part(s) of the register:	Registered Nurse – Adult Nursing RNA – (11 October 2005)
Relevant Location:	Essex
Panel members:	Derek McFaull (Chair, Lay member) Tracey Chamberlain (Registrant member) Rachel Barber (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Emma Kutner, Case Presenter
Mrs Ford:	Not present and not represented at the hearing
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 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 work for one substantive employer. You must not work bank shifts or for an agency.
2. At any time you are working as a registered nurse, you must not administer medication unless directly supervised by a registered nurse until such time as you have been observed and assessed in writing as competent in medication administration. This assessment of competence must be face to face and take place over at least three separate shifts and be conducted by a registered nurse who is a permanent employee of the hospital, clinic, or nursing home. You must send a copy of such assessment to your Nursing and Midwifery Council (NMC) case officer within one week of your receipt of it.
3. You must work with your line manager or supervisor to create a personal development plan (PDP). Your PDP must address any concerns in relation to your clinical practice. You must:
 - a) Send your case officer a copy of your PDP before your next review.
 - b) Meet with line manager, supervisor or at least monthly to discuss your progress towards achieving the aims set out in your PDP.
 - c) Send your case officer a report from your line manager or supervisor prior to the next review.
4. *[PRIVATE]*

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.

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

This will be confirmed to Mrs Ford in writing.

That concludes this determination.