

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 25 January 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Katherine Baker
<b>NMC PIN</b>	22B0797E
<b>Part(s) of the register:</b>	Learning Disabilities – RNLD October 2022
<b>Relevant Location:</b>	East Midlands
<b>Panel members:</b>	Nariane Chantler (Chair, registrant member) Yvonne Wilkinson (Registrant member) Geoffrey Baines (Lay member)
<b>Legal Assessor:</b>	Richard Ferry-Swainson
<b>Hearings Coordinator:</b>	Samara Baboolal
<b>Nursing and Midwifery Council:</b>	Represented by Alastair Kennedy, Case Presenter
<b>Miss Baker:</b>	Not present and not represented
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **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) (PRIVATE)
- 2) You must limit your nursing practice to one substantive employer, and this must not be an agency.
- 3) You must not be the sole nurse on duty.
- 4) You must be directly supervised when managing and administering medications until you have been formally assessed as competent. A copy of this assessment must be sent to the NMC prior to your next review.
- 5) 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.
- 6) You must attend fortnightly meetings with your manager, mentor or supervisor to discuss your clinical performance and wellbeing with particular reference to:

- a. Medication administration and management
  - b. Safeguarding of patients
  - c. Handover
- 7) You must provide the NMC with a report from your manager, mentor supervisor before the next review hearing, detailing your clinical performance and wellbeing with particular reference to your fortnightly meetings with particular reference to:
- a. Medication administration and management,
  - b. Safeguarding of patients
  - c. Handover
- 8) (PRIVATE)
- 9) (PRIVATE)
- 10) 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.
- 11) 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.
- 12) 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.

13) 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.

14) 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 Miss Baker'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 Baker 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 Miss Baker. The NMC will write to Miss Baker when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Baker in writing.

That concludes this determination.