

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

**Substantive Order Review Meeting
Thursday, 2 May 2024 – Friday, 3 May 2024**

Nursing and Midwifery Council
2 Stratford Place, Montfichet Road, London, E20 1EJ

Name of Registrant: Miss Ellen Harper

NMC PIN 17G2803E

Part(s) of the register: Nurses part of the register Sub part 1
RNC: Registered Nurse – Children
(13 January 2018)

Relevant Location: Birmingham

Type of case: Health and Lack of competence

Panel members: Tracy Stephenson (Chair, lay member)
Vivienne Stimpson (Registrant member)
Tricia Breslin (Lay member)

Legal Assessor: Ian Ashford-Thom

Hearings Coordinator: Yewande Oluwalana

Order being reviewed: Conditions of practice order (18 months)

Fitness to practise: Impaired

Outcome: **Conditions of practice order (6 months) to come into effect on 15 June 2024 in accordance with Article 30 (1).**

An application under Rule 19 of the Nursing and Midwifery Fitness to Practise Rules Order of Council 2004 to hear all matters in private was accepted.

Substantive conditions of practice order

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 restrict your practice to a single employer and this must not be an agency.
3. [PRIVATE]:
4. You must ensure that you are supervised by a registered nurse 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.
5. You must not administer medication unless under direct supervision by another registered nurse or until certified competent to do so by your employer. Any such certification must be in writing, and you must send a copy of it to the NMC within 7 days of receiving it.
6. You must work with your supervisor or line manager to create a personal development plan (PDP). Your PDP must address the following concerns:
 - Medication management and administration;
 - Safe and effective communication;
 - Record keeping;
 - Recognition and appropriate escalation of a deteriorating patient; and
 - A demonstration of how you will develop resilience in your clinical practice.

You must:

- a) Send your case officer a copy of your PDP within 7 days of it being put in place.

- b) Meet with your supervisor or line manager at least every month to discuss your progress towards achieving the aims set out in your PDP.
- c) Send your case officer a report from your supervisor or line manager prior to the next review hearing. This report must show your progress towards achieving the aims set out in your PDP.

7. [PRIVATE]

8. You must keep us 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.
9. You must keep us 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.
10. 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;
11. 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.
12. 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 period of this order is for six months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 15 June 2024 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well Miss Harper has complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- [PRIVATE]
- Evidence of what progress Miss Harper has made to enable her to return to practice as a nurse including any training undertaken.

This will be confirmed to Miss Harper in writing.

That concludes this determination.