

Conditions of practice library

	<p><u>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.</u></p>	<p>Private (P)</p>	<p>Notes</p> <p>Panels are referred to the Fitness to Practise library for additional guidance.</p> <p>Panels must always make sure that conditions are suitable for the particular circumstances of a case.</p> <p>These conditions are split into four separate sections, A to D, to help Panels in choosing the most appropriate conditions.</p> <p>Normally a set of conditions will address each of the four sections and follow the format set out in this document. <u>However, where necessary, Panels should tailor conditions to meet specific situations.</u> For example, some of the conditions, like those requiring training courses, or development plans, may need careful consideration in cases where the nurse, midwife or nursing associate denies the allegation about their fitness to practise.</p> <p>Further explanation and help is provided in this column.</p> <p>The phrase 'band 6 or above' may not apply to Adult Social Care, care homes or other similar settings. Panels will need to have this in mind when tailoring conditions to the needs of a particular case.</p> <p>This heading should always be part of a set of conditions.</p>
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Protecting the public: restrictive measures that work to protect patients and the public			
A.	Sharing information with the right people at the right time		Conditions 1 – 5 should always be part of a set of conditions of practice.
1.	You must keep the NMC informed about anywhere you are working by: <ul style="list-style-type: none"> a. Telling your case officer within seven days of accepting or leaving any employment. b. Giving your case officer your employer’s contact details. 		Seven calendar days is the expected timeframe. Panels may vary this depending on the circumstances of a case.
2.	You must keep the NMC informed about anywhere you are studying by: <ul style="list-style-type: none"> 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. 		Seven calendar days is the expected timeframe. Panels may vary this depending on the circumstances of a case.
3.	You must immediately give a copy of these conditions to: <ul style="list-style-type: none"> 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 when you are working independently 		This condition concerns nursing, midwifery and nursing associate employment or educational study. If panels consider disclosure of the conditions to other employers or organisations is required (such as posts in any healthcare setting) then they can impose a separate tailored condition to address this, or add to the list in this condition. <u>Any tailored condition must be relevant, proportionate, workable and measurable.</u>
4.	You must tell your case officer, within seven days of your becoming aware of: <ul style="list-style-type: none"> • Any clinical incident you are involved in. • Any investigation started against you. • Any disciplinary proceedings taken against you. 		Seven calendar days is the expected timeframe. Panels may vary this depending on the circumstances of a case.

5.	<p>You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:</p> <ul style="list-style-type: none"> • [X]. • Any current or future employer. • Any educational establishment. • Any other person(s) involved in your retraining and/or supervision required by these conditions. 		
6.	<p>You will send the NMC a report seven days in advance of the next NMC hearing or meeting from (delete as applicable) either:</p> <ul style="list-style-type: none"> • [X]. • your line manager. • mentor or supervisor. 		
7.	<p>(Private) You must immediately give a copy of these conditions to: <u>[delete as applicable]</u></p> <ol style="list-style-type: none"> a. Your general practitioner. b. Your consultant psychiatrist. c. Your occupational health practitioner(s). d. Any other registered medical practitioner or therapist responsible for your care. 	P	
8.	<p>(Private) You must allow: <u>[delete as applicable]</u></p> <ol style="list-style-type: none"> a. Your general practitioner b. Your consultant psychiatrist c. Your occupational health practitioner(s) d. Any other registered medical practitioner or therapist responsible for your care <p>to share information about your health, treatment and compliance with these conditions with us and with each other.</p>	P	

B.	Stopping or restricting something while concerns are put right		
9.	You must not practise as a [nurse / midwife / nursing associate]		Delete as applicable. This only applies if the person is entered on more than one part of the Register.
10.	You must not carry out any work which requires you to provide clinical care to individual patients, either directly or indirectly.		
11.	You must not carry out [x]		Panels need to specify the particular procedure(s).
12.	You must limit your [nursing/midwifery/nursing associate] practice to [X].		Panels need to specify a particular employer, hospital or ward within a hospital. More generally, panels could specify a particular setting such as non-acute areas, day duties, research posts, NHS posts.
13.	<p>You must ensure that you are supervised by [X] any time you are working. Your supervision must consist of:</p> <ul style="list-style-type: none"> • [List] 		<p>Panels will need to define the level and nature of supervision.</p> <p>Common examples include:</p> <ul style="list-style-type: none"> • Working at all times while being directly observed by a registered nurse of band 6 or above. [Please see note relating to Band 6 in certain settings on page 1] • Working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above. [Please see note relating to Band 6 in certain settings on page 1] • Weekly meetings to discuss your clinical caseload. <p>This list is not exhaustive,</p>

14.	<p>You must not [X] unless supervised by [Y] (except in life threatening emergencies). This supervision must consist of:</p> <ul style="list-style-type: none"> • [List] 		<p>Panels to specify:</p> <ul style="list-style-type: none"> • The particular procedure(s) The name/grade/job title of the person who can supervise (for example your line manager, mentor, supervisor, registered nurse of band 6 or above, Sister [A] etc.) [Please see note relating to Band 6 in certain settings on page 1] • The extent of the supervision (for example being observed while carrying out the procedure(s)). <p>This condition, with the necessary details added, could be used when particular procedures or kinds of work are causing concern. It could also be used to identify situations where a nurse, midwife or nursing associate cannot be allowed to provide particular aspects of care to particular groups of patients without another professional being present to act as a chaperone. In those circumstances, the panel could specify any particular it may feel the person acting as a chaperone should have in order to properly protect the public.</p>
15.	<p>(Private) You must keep your work under review. You must immediately limit or stop your practice if you are advised to by: <u>[delete as applicable]</u></p> <ol style="list-style-type: none"> a. Your general practitioner. b. Your consultant psychiatrist. c. Your occupational health practitioner(s). d. Any other registered medical practitioner or therapist responsible for your care. 	P	

Addressing concerns and finding support			
C.	Putting things right		
16.	You will send your case officer evidence that you have successfully completed [X] by [Y].		<p>Panels to specify details.</p> <p>The aim is for an assessed course, for example, that is not only completed through attendance.</p> <p>This should always be accompanied by a condition that demonstrates safe practice in the area of concern through the practical application of the learning.</p> <p>Panels should determine the timeframe on a case by case basis.</p>
17.	<p>You must keep a personal development log every time you [undertake/do/engage in/complete] [X]. [Y] must witness every time you [undertake/do/engage in/complete] [X]. The log must:</p> <ul style="list-style-type: none"> • Contain the dates that you carried out [X]. • Be signed by [Y] each time. • Contain feedback from [Y] on how you carried out [X]. <p>You must send your case officer a copy of the log [every/by] [Z].</p>		<p>If the Panels consider it necessary for these to be submitted regularly, they should set out the frequency with which the log should be sent, specify the relevant procedure(s) and the name/grade/job title of the person required to witness the procedures(s) (for example your line manager, mentor, supervisor, registered nurse of band 6 or above, Sister [A] etc.). [Please see note relating to Band 6 in certain settings on page 1]</p>

18.	<p>You must keep a reflective practice profile. The profile will:</p> <ul style="list-style-type: none"> • Detail every case where you undertake or assist with [X]. • Set out the nature of the care given. • Be signed by [Y] each time. • Contain feedback from [Y] on how you gave the care. <p>You must send your case officer a copy of the profile [every/by] [Z].</p>		<p>If the Panels consider it necessary for these to be submitted regularly, they should set out the frequency with which the profile should be sent, specify the relevant procedure(s) and the name/grade/job title of the person required to witness the procedures(s) (for example your line manager, mentor, supervisor, registered nurse of band 6 or above, Sister [A] etc.).[Please see note relating to Band 6 in certain settings on page 1]</p>
19.	<p>(Private) You must obtain a report from your [specify] every [X]. Each report must contain details of your:</p> <ul style="list-style-type: none"> • Health and treatment • Compliance with these conditions. <p>You must send your case officer the first report within [Y] months of these conditions coming into effect.</p>	P	<p>Panels need to specify the frequency of reports and name or nature of the healthcare professional(s) required to provide them. This might be:</p> <ul style="list-style-type: none"> • A general practitioner, or • Occupational health practitioner. <p>This list is not exhaustive.</p>
20.	<p>(Private) You must follow the arrangements we make for you to undergo the following test(s):</p> <ul style="list-style-type: none"> • [List] <p>The first test(s) must be within [X] months of these conditions being ordered by the panel. After that, the test(s) must be every [X] months.</p>	P	<p>Panels need to specify what tests are required. For example blood alcohol, hair strand testing etc. If it is necessary for the tests to be carried out regularly, the Panels must specify the period/frequency.</p>
21.	<p>(Private) You must follow the arrangements we make for you to undergo a medical examination. This examination may include relevant tests.</p>	P	<p>Panels will need to include any relevant time periods etc., if required.</p>

D.	Getting the right support		
22.	<p>You must work with [X] to create a personal development plan (PDP). Your PDP must address the concerns about [Y]. You must:</p> <ul style="list-style-type: none"> • Send your case officer a copy of your PDP by [date]. • Send your case officer a report from [X] every [insert timeframe]. This report must show your progress towards achieving the aims set out in your PDP. 		<p>Panels should set out:</p> <ul style="list-style-type: none"> • The concerns about the nurse, midwife or nursing associate's fitness to practise that the PDP is aimed at providing support with/for. • If necessary, the frequency with which reports about progress need to be sent and by whom the reports should be written/compiled.
23.	<p>You must engage with [X] on a frequent basis to ensure that you are making progress towards aims set in your personal development plan (PDP), which include:</p> <ul style="list-style-type: none"> • Meeting with [X] at least every [insert timeframe] to discuss your progress towards achieving the aims set out in your PDP. 		<p>Panels should set out:</p> <ul style="list-style-type: none"> • The minimum frequency of meetings and the name(s) / role of the person(s) who can supervise and support the PDP.

24.	(Private) You must remain under the care of [X]. You must attend appointments as requested by them. You must follow any advice they give and/or any recommendations they make.	P	Panels should specify the name or nature of the healthcare professional(s) required. This could include: <ul style="list-style-type: none">• A general practitioner.• Consultant psychiatrist.• Occupational health practitioner. This list is not exhaustive.
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