

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday 29 April 2022**

Virtual Hearing

**Name of registrant:** Michelle Karen Kafetzis

**NMC PIN:** 89Y2258E

**Part(s) of the register:** Sub Part 1 – Registered Nurse – Adult  
Effective – 23 March 1992

**Area of registered address:** Kent

**Panel members:** Judith Ebbrell (Chair, Registrant member)  
Elizabeth Williamson (Registrant member)  
Cheryl Hobson (Lay member)

**Legal Assessor:** Andrew Lewis

**Hearings Coordinator:** Amanda Ansah

**Nursing and Midwifery Council:** Represented by Amanda Bailey, Case Presenter

**Mrs Kafetzis:** Not Present and unrepresented

**Interim order to be reviewed:** Interim conditions of practice order (18 months)

**Outcome of review:** **Interim conditions of practice order varied**

## Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel 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. You must limit your nursing practice to one substantive employer and this must not be an agency.
2. You must not be the sole nurse in charge.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of:
  - a) Being directly observed by another registered nurse until you are deemed as competent in:
    - i. Medicines Management
    - ii. Immunisations
    - iv. Labelling of samples
    - v. Record keeping; and
  - b) Indirect supervision – working at all times on the same shift as, but not always directly observed by a registered nurse.
4. You must meet monthly with your line manager to discuss your overall clinical performance and with particular regard to:
  - a) Medicines Management
  - b) Immunisations
  - d) Labelling of samples
  - e) Record keeping.

5. You must send a copy of a report from your line manager before the next NMC review hearing or meeting, addressing your overall clinical performance and with particular regard to:

- a) Medicines Management
- b) Immunisations
- d) Labelling of samples
- e) Record keeping.

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 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.

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.

Unless Mrs Kafetzis'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 Kafetzis or the Nursing and Midwifery Council (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 a 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 Mrs Kafetzis. The NMC will write to Mrs Kafetzis when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Kafetzis in writing.

That concludes this determination.