

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

**Substantive Hearing
Monday 6 November – Friday 24 November 2023**

Virtual Hearing

Name of Registrant:	Ellen Keating
NMC PIN	12G1943E
Part(s) of the register:	Sub Part 1 RNA: Adult Nurse, Level 1 (15 September 2012)
Type of case:	[PRIVATE]
Panel members:	Rachel Onikosi (Chair, lay member) Dorothy Keates (Registrant member) Vicki Harris (Lay member)
Legal Assessor:	Sean Hammond
Hearings Coordinator:	Franchessca Nyame
Nursing and Midwifery Council:	Represented by Michael Smalley, Case Presenter
Ms Keating:	Present and represented by Sophie Walmsley, instructed by the Royal College of Nursing (RCN)
Facts proved by way of admission:	Charges 1, 2, 3a, 3b, 3c, 4a, 4b, 4c, 4d, 5, 6a, 6b, 6c, 8, 9, 10
Facts not proved:	11
Fitness to practise:	Impaired
Sanction:	Conditions of practice order (12 months)
Interim order:	Interim conditions of practice order (18 months)

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.

Decision on sanction

The panel decided to impose a conditions of practice order for period of 12 months and determined that the following conditions are appropriate and proportionate:

'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. [PRIVATE].
3. You must ensure that you are supervised by another 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.
4. You must ensure you are directly observed by another registered nurse when administering any medication. This includes dispensing of controlled drugs or any other opiate drugs.
5. You must not hold any keys or access codes to medication cupboards.
6. You must work with your line manager/mentor/supervisor to create a personal development plan (PDP). Your PDP must address the concerns raised in this case, specifically evidence of your ability to:
 - Administer medication and accurately record medication whilst under supervision

- Be aware and alert in the workplace with a full understanding of your role and responsibilities
- Make sure you abide by the medication policies of your workplace
- Identify the skills you require in returning to clinical practice

You must:

- Send your case officer a copy of your PDP three months after starting employment.
- Send your case officer a report from your line manager/mentor/supervisor every three months. This report must show your progress towards achieving the aims set out in your PDP.

7. You must have monthly meetings with your line manager to discuss your:
 - [PRIVATE]
 - Compliance with these conditions
8. [PRIVATE].
9. [PRIVATE].
10. [PRIVATE].
11. You must keep the Nursing and Midwifery Council (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.

12. 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.

13. You must immediately give a copy of these conditions to:
 - 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 on a private basis when you are working in a self-employed capacity

14. 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.

15. 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.