

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 10 April 2024**

Virtual Hearing

Name of Registrant:	Katrina Ann Hickman
NMC PIN	08K0087E
Part(s) of the register:	Community Practitioner Nurse Prescriber – V100 – October 2012 Registered Nurse – Adult RNA – February 2009
Relevant Location:	North Northamptonshire
Panel members:	Sarah Boynton (Chair, Registrant member) Judith Francois (Registrant member) Tasneem Dhanji (Lay member)
Legal Assessor:	Simon Walsh
Hearings Coordinator:	Claire Stevenson
Nursing and Midwifery Council:	Represented by Hena Patel, Case Presenter
Mrs Hickman:	Present and represented by Neair Maqboul, instructed by Royal College of Nursing (RCN)
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 work for a single employer. This can be an agency but any placement must be for a period of at least three months.
2. You must ensure that you are indirectly supervised by a registered Health Visitor at any time you are working. Such supervision must consist of having access to a Health Visitor at all times for caseload management support.
3. You must have monthly caseload supervision meetings with your line manager/mentor/supervisor. These meetings must also address:
 - overall caseload management
 - record keeping and associated documentation; and
 - clinical assessment.
4. You must obtain a report from your line manager/mentor/supervisor which focuses on your performance in relation to:
 - overall caseload management
 - record keeping and associated documentation; and
 - clinical assessment.

This report must be sent to your NMC case officer prior to every review of this order.

5. 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.

6. 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).

7. 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.

8. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with any current or future employer.

Unless your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.