

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 15/04/2024**

Virtual Hearing

Name of Miss Maughan:	Penny Louise Maughan
NMC PIN	06F0923E
Part(s) of the register:	Registered Nurse – Mental Health RNMH November 2010 V300 February 2023
Relevant Location:	Manchester
Panel members:	Godfried Attafua (Chair, registrant member) Carolyn Jenkinson (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Robin Hay
Hearings Coordinator:	Eidvile Banionyte
Nursing and Midwifery Council:	Represented by Dr Raj Joshi, of Counsel
Miss Maughan:	Not present and not represented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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 practice to St Nicholas Care Home.
2. You must meet with your line manager, mentor or supervisor (or their nominated deputy) monthly to discuss the standard of your performance with particular reference to:
 - a) Your progress in relation to leadership and management including understanding and preventing bullying behaviour;
 - b) Equality and diversity;
 - c) Communication with colleagues;
 - d) Building trust and confidence in the workplace;
 - e) Confidentiality; and
 - f) [PRIVATE].
3. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must include relevant training and address the concerns regarding:
 - a) Your progress in relation to leadership and management including understanding and preventing bullying behaviour;
 - b) Equality and diversity;
 - c) Communication with colleagues;
 - d) Building trust and confidence in the workplace;

- e) Confidentiality; and
- f) [PRIVATE].

4. You must obtain and send your case officer a report from your line manager, mentor or supervisor prior to every NMC review hearing. This report must show your progress towards achieving the aims set out in your PDP, and comment on your conduct and performance in the workplace.

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 keep the NMC informed about anywhere you are studying by:

- a) Telling your case officer within seven days of accepting any course of study; and
- b) Giving your case officer the name and contact details of the organisation offering that course of study.

7. 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.

- d) 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
8. 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.
9. 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) The NMC
 - b) Any current employer.
 - c) Any other persons involved in your retraining and/or supervision required by these conditions.

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

This will be confirmed to Miss Maughan in writing.

That concludes this determination.