

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

**Interim Order Review Hearing
Friday, 16 February 2024**

Virtual Hearing

Name of Ms Blore:	Carolyn Blore
NMC PIN	9710379E
Part(s) of the register:	Registered Nurse – Adult Sub part 1 - (1 September 2000)
Relevant Location:	Nottingham
Panel members:	Suzy Ashworth (Chair, lay member) Sophie Kane (Ms Blore member) Asmita Naik (Lay member)
Legal Assessor:	Nigel Pascoe KC
Hearings Coordinator:	Jack Dickens
Nursing and Midwifery Council:	Represented by Modupe Smith, Case Presenter
Ms Blore:	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 nursing practice to a single employer which must not be an agency.
2. You must not work as the manager of any healthcare setting.
3. You must not be the nurse in charge of any shift.
4. 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.
5. You must work with your line manager, mentor, or supervisor who must be a registered nurse to create a personal development plan (PDP). Your PDP must address the concerns regarding:
 - a) clinical risk assessment processes
 - b) infection prevention and control
 - c) record keeping
 - d) privacy and dignity
 - e) working with colleagues.
6. You must:
 - a) Send your case officer a copy of your PDP within ten days of starting a new role.

- b) Meet with line manager, mentor, or supervisor who must be a registered nurse at least every month to discuss your progress towards achieving the aims set out in your PDP.
 - c) Send your case officer a report on your progress from your line manager, mentor, or supervisor who must be a registered nurse prior to any review hearing. This report must show your progress towards achieving the aims set out in your PDP.
7. You must keep us 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.
8. You must keep us 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.
9. 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.
10. 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.
11. 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 Ms Blore'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, Ms Blore 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Ms Blore. The NMC will keep Ms Blore informed of developments in relation to that issue.

This will be confirmed to Ms Blore in writing.

That concludes this determination.