

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 22 January 2024**

<b>Name of Registrant:</b>	<b>Janaina Cranston</b>
<b>NMC PIN</b>	18I0851S
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (14 October 2021)
<b>Relevant Location:</b>	Argyll and Bute
<b>Panel members:</b>	Chris Taylor (Chair, registrant member) Cheryl Hobson (Lay member) Rachel Hopper (Registrant member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Audrey Chikosha
<b>Nursing and Midwifery Council:</b>	Represented by Kiera Vinall
<b>Mrs Cranston:</b>	Present and represented by Jennifer McPhee, instructed by Anderson Strathern
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice confirmed</b>

## **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 restrict your nursing practice to NHS Highland Health Board.
2. You must ensure that you are directly supervised any time you are working. This supervision must consist of working at all times while being directly observed by a registered nurse. You must remain directly supervised until you have been assessed as competent to work without direct supervision by your employer.
3. After you have been assessed as competent to work without direct supervision by your employer, you must work at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must comply with the supportive improvement plan put in place by your employer to address the following areas of concern:
  - Medication administration and management
  - Moving and handling principles
  - Formulating and following care plans
  - Record keeping
  - Taking basic clinical observations
  - Communication with patients and colleagues.
5. You must meet with your line manager, mentor or supervisor fortnightly to discuss your clinical practice in the following areas of concern:
  - Medication administration and management

- Moving and handling principles
- Formulating and following care plans
- Record keeping
- Taking basic clinical observations
- Communication with patients and colleagues

You must provide a report from your line manager, mentor or supervisor about the standard of your practice in these areas to the NMC before any review of your case.

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) Your current employer.
  - b) [PRIVATE]
  - 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) Your current employer.

- b) [PRIVATE]
- c) Any educational establishment.
- d) Any other person(s) involved in your retraining and/or supervision required by these conditions.

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.