

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

**Interim Order Review Hearing  
Tuesday, 16 January 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Denise Ann Donaldson</b>
<b>NMC PIN</b>	88E0652E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – July 1991
<b>Relevant Location:</b>	Northampton
<b>Panel members:</b>	Anthony Kanutin (Chair, Lay member) Elaine Biscoe (Mrs Donaldson member) Matthew Wratten (Lay member)
<b>Legal Assessor:</b>	George Alliott
<b>Hearings Coordinator:</b>	Yasmina Di Gesualdo
<b>Nursing and Midwifery Council:</b>	Represented by Arthur Lo, Case Presenter
<b>Mrs Donaldson:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	Interim conditions of practice 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 one employer that must not be an agency.
2. You must not work as the Nurse in Charge.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of at least fortnightly meetings with a clinical mentor appointed by the Practice to discuss your conduct and clinical performance with particular reference to record keeping and case management.
4. You must send a report from your line manager to the NMC commenting on your conduct and performance before the next NMC review hearing.
5. You must immediately give a copy of these conditions to your employer.
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]

9. [PRIVATE]

10. You must keep the NMC informed about anywhere you are studying by:

- a) Telling your NMC 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.

11. You must tell your NMC 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.

12. You must allow your NMC 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 Mrs Donaldson'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, Mrs Donaldson 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.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Mrs Donaldson's case officer will write to her about this in due course.

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

This will be confirmed to Mrs Donaldson in writing.

That concludes this determination.