

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

**Interim Order Review Hearing
Tuesday 14 May 2024**

Virtual Hearing

Name of registrant: Anita Mary Colton

NMC PIN: 90Y0027N

Part(s) of the register: Registered Nurse – Sub Part 1
Mental Health Nursing (Level 1) – 17 March 1994

Relevant Location: Cambridgeshire

Panel members: Rachel Ellis (Chair, Lay member)
Anna Ferguson (Registrant member)
Matthew Wratten (Lay member)

Legal Assessor: Alain Gogarty

Hearings Coordinator: Jumu Ahmed

Nursing and Midwifery Council: Represented by Arthur Lo, Case Presenter

Miss Colton: Not present and represented by Karl Shadenbury,
instructed by UNISON

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 only work for a single substantive employer which must not be a nursing agency or nursing bank.
2. When involved in the administration of medicines, you must be directly observed by another registered nurse at all times until you are assessed as competent to do so independently by your employer. Evidence of the successful completion of this assessment must be sent to the NMC within 7 days of completion.
3. You must ensure that you are supervised by a nurse any time you are working. Your supervision must consist of working at all times on the same shift but not always directly observed by another registered nurse.
4. You must have fortnightly meetings with your line manager, mentor or supervisor to discuss your practice specifically in relation to medication administration, and your general conduct and competence within the workplace.
5. You must send your case officer a report from your line manager, mentor or supervisor addressing your practice in relation to medication administration and your general conduct and competence prior to any NMC hearing.
6. 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.
7. 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.
8. 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.
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) 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 Miss Colton'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 Colton or the 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 Miss Colton. The NMC will keep Miss Colton informed of developments in relation to that issue.

This will be confirmed to Miss Colton in writing.

That concludes this determination.