Nursing and Midwifery Council
Investigating Committee
Interim Order Review Hearing
9 October 2017

Nursing and Midwifery Council, 61 Aldwych, London, WC2B 4AE

Name of registrant: Mrs Diane Elizabeth Cocking
NMC Pin: 85I0068W
Part(s) of the register: Registered Nurse – sub part 1
Adult Nursing (28 November 1988)
Registered Midwife
Midwifery (1 April 2002)
Area of registered address: Wales
Panel members: Miriam Karp (Chair, Lay member)
Tamurari Muoni (Registrant member)
Gillian Fleming (Lay member)
Legal Assessor: Robin Ince
Panel Secretary: Anjeli Shah
Nursing and Midwifery Council: Represented by Siobhan Caslin, Case Presenter
instructed by NMC Regulatory Legal Team
Mrs Diane Elizabeth Cocking: Present and represented by Neerja Sharma,
instructed by Thompsons Solicitors
Interim Order to be reviewed: Interim conditions of practice order for 18 months
Outcome of Review: Interim order continued and conditions varied
1. You must not work as the sole nurse or midwife in charge of a shift, ward or department.

2. At any time that you are employed or otherwise providing nursing or midwifery services, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of working at all times on the same shift as, but not necessarily under the direct observation of, a nurse or midwife more senior to you who is physically present in or on the same ward, unit, floor, or home that you are working in or on.

3. You must work with your line manager, mentor or supervisor (or their nominated deputy) to create a personal development plan designed to address the concerns about the following areas of your practice:
   a) Record keeping.
   b) Prioritising care.
   c) Cardiotocograph (CTG) interpretation.

4. You must meet with your line manager, mentor or supervisor at least every month to discuss the standard of your performance and your progress towards achieving the aims set out in your personal development plan.

5. You must send a report from your line manager mentor or supervisor (or their nominated deputy) setting out the standard of your performance and your progress towards achieving the aims set out in your personal development plan to the NMC in advance of any NMC review hearing or meeting.

6. You must tell the NMC within 7 days of any nursing or midwifery appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.

7. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.
8.

a) You must within 7 days of accepting a place on any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the course of study;

b) You must within 7 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement;

9. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC’s fitness to practise procedures, and disclose the conditions listed at (1) to (8) above, to them:

   a) Any organisation or person employing, contracting with, or using you to undertake nursing or midwifery work;
   b) Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).
   c) Any prospective employer (at the time of application) where you are applying for any nursing or midwifery appointment.
   d) Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

This interim order will run for the period remaining on the original interim order.

At any review the panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice 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 order to be reviewed by a panel at an administrative meeting. Your case officer will write to you about this in due course.

This decision will be confirmed to you in writing.
The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegation made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

That concludes this determination.