

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
14 October 2020**

**Virtual Hearing**

**Name of registrant:** Andrea Diana Hughes

**NMC pin:** 86E1550E

**Part(s) of the register:** Registered Nurse  
Learning Disabilities – August 2001

**Area of registered address:** Cheshire

**Panel members:** Moriam Bartlett (Chair, lay member)  
Aileen Cherry (Registrant member)  
Navneet Sher (Lay member)

**Legal Assessor:** Alain Gogarty

**Panel Secretary:** Tyrena Agyemang

**Nursing and Midwifery Council:** Represented by Sophie Quinton-Carter, Case  
Presenter

**Mrs Hughes:** Not present and unrepresented

**Interim order directed:** **Interim conditions of practice order (18  
months)**

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

It has determined that the following conditions are proportionate, workable 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 not practice as a nurse in any managerial capacity, in any healthcare and social care setting.*
2. *You must not be the sole nurse in charge of any shift.*
3. *You must not be responsible for devising or creating care plans.*
4. *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.*
5. *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.*

6. *You must immediately give a copy of these conditions to:*
  - a) *Any organisation or person you work for.*
  - b) *Any agency you apply to or are registered with for work.*
  - c) *Any employers you apply to for work (at the time of application).*
  - d) *Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.*
  - e) *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*
  
7. *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.*
  
8. *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 Mrs Hughes' 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 Hughes 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.

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

This will be confirmed to Mrs Hughes in writing.

That concludes this determination.