

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
9 September 2020**

**Virtual Hearing**

<b>Name of registrant:</b>	Natalie Simmons
<b>NMC PIN:</b>	12G2430E
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – September 2012
<b>Area of registered address:</b>	Hampshire
<b>Panel members:</b>	Nigel Bremner (Chair, lay member) Christopher Taylor (Registrant member) Michael McCulley (Lay member)
<b>Legal Assessor:</b>	Graeme Henderson
<b>Panel Secretary:</b>	Parys Lanlehin-Dobson
<b>Nursing and Midwifery Council:</b>	Represented by Susan Jean, Case Presenter
<b>Miss Simmons:</b>	Not present and represented by Leila Chaker, instructed by Royal College of Nursing (RCN)
<b>Interim order directed:</b>	Interim conditions of practice order (18 months)

'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. Your practice as a registered nurse must be confined to Portsmouth Hospitals NHS Trust.
2. You must not handle or administer medication at any time unless under the direct supervision of another registered nurse.
3. Any time you are working as a theatre nurse you must only do so under the direct supervision of another registered nurse or an operating department practitioner.
4. If you are working in any other role as a registered nurse you must be indirectly supervised. Indirect supervision consists of working at all times on the same shift as, but not always directly observed by, another registered nurse who is present on the same ward or unit that you are working on.
5. You must have weekly meetings with your line manager to discuss your conduct, performance and compliance with these conditions.
6. You must provide a report to the NMC from your line manager, mentor or supervisor before any review of this order commenting on your conduct performance, and compliance with these conditions
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) Portsmouth Hospitals NHS Trust.
- b) 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 educational establishment.
- b) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Miss Simmons'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 Simmons 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 the reviewing 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 Miss Simmons. The NMC will write to Miss Simmons when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Simmons in writing.

That concludes this determination.