

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday 8 July 2021**

Virtual Hearing

**Name of registrant:** Imogen Anna Plant

**NMC PIN:** 93D0406E

**Part(s) of the register:** Registered Nurse –Adult – RNA – October 2002

**Area of registered address:** Hampshire

**Panel members:** Gillian Fleming (Chair, Lay member)  
Hayley Ball (Registrant member)  
Nicola Bowes (Lay member)

**Legal Assessor:** Ian Ashford-Thom

**Panel Secretary:** Jumu Ahmed

**Nursing and Midwifery Council:** Represented by Alfred Underwood, Case  
Presenter

**Ms Plant:** Present and represented by Nick Cheesman,  
instructed by Royal College of Nursing (RCN)

**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.

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 substantive employer which must not be an agency.
2. You must not carry out medication administration, unless you are directly supervised by another registered nurse until such time as you have been assessed and deemed competent to do so without such supervision by another registered nurse.
3. You must ensure that you are supervised by another registered nurse at any time you are working. Such supervision must consist of working at all times, on the same shift as, but not necessarily under the direct observation of another registered nurse who is physically present, in or on the same ward, unit, floor or home that you are working in or on.
4. You must work with your line manager, supervisor or mentor to create a Personal Development Plan (PDP). The PDP must address the alleged concerns about your practice, including:
  - a) Administration, management and knowledge of medication;
  - b) Record keeping and documentation;
  - c) Prioritisation of care and time management; and
  - d) Escalation of care.

5. You must meet with your line manager, supervisor or mentor at least once every month to discuss your progress towards achieving the aims set out in your PDP.
6. You must send your NMC case officer a report from your line manager, supervisor or mentor before any NMC review hearing or meeting. This report must refer to your clinical performance and show your progress towards achieving the aims set out in your PDP.
7. You must keep the NMC 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.
8. 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.
9. 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.
  - d) 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
10. 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.

11. 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 your 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, you 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 allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.