

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 26 April 2022**

Virtual Hearing

**Name of registrant:** Miss Emma Murphy

**NMC PIN:** 20B0830E

**Part(s) of the register:** Registered Nurse – Sub Part 1  
Adult Nursing – June 2020

**Area of registered address:** West Yorkshire

**Panel members:** Diane Meikle (Chair, lay member)  
Lynn Bayes (Registrant member)  
Jill Wells (Lay member)

**Legal Assessor:** Trevor Jones

**Hearings Coordinator:** Isobel Clymer

**Nursing and Midwifery Council:** Represented by Yvonne Ferns, Case Presenter

**Miss Murphy:** Present and represented by Oliver Renton,  
instructed by the 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 work for one substantive employer, which is not an agency.
2. You must work under direct supervision until signed off by a Band 6 Nurse or above as competent in all clinical skills, including but not exhaustive to:
  - Medicine administration;
  - Prioritising patient care;
  - Wound care;
  - Accurate record keeping;
  - Pressure care;
  - Catheterisation; and,
  - Recognising the deteriorating patients.

Once signed off as competent in **ALL** clinical skills, you may work under indirect supervision.

3. You must work to a comprehensive Personal Development Plan (PDP) to be agreed with your line manager to cover all levels of clinical skills and working within your scope of practice that is appropriate to the area that you are currently working.

4. You must keep a reflective practice profile, which should be submitted prior to the next review hearing.
5. You must have monthly meetings with your supervisor to discuss your progress of your PDP and your overall performance.
6. You must submit a report from your supervisor prior to the next hearing covering Condition 5.
7. 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.
8. 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.
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.

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 Nursing and Midwifery Council (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.