

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday 28 March 2022**

Virtual Hearing

Name of registrant: Lydia Edwards

NMC PIN: 06E06160

Part(s) of the register: Registered Nurse- Adult Nursing
(May 2006)

Area of registered address: Bristol

Panel members: Nigel Bremner (Chair, Lay member)
Alister Campbell (Registrant member)
Louise Geldart (Lay member)

Legal Assessor: Fiona Barnett

Hearings Coordinator: Petra Bernard

Nursing and Midwifery Council: Represented by Sapan Maini-Thompson, Case
Presenter

Mrs Edwards: Present and represented by Kriti Upadhyay,
instructed by Royal College of Nursing (RCN)

Interim order to be reviewed: Interim suspension order (18 months)

Outcome of review: **Interim suspension order replaced with
interim conditions of practice**

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

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 undertake medication management or administration unless you are directly supervised by another registered nurse until such time as you have been assessed by your line manager as competent to do so without such supervision. Confirmation of such competency must be sent to the NMC within 2 weeks of any such assessment.
3. Subject to condition 2 above, you must ensure that at all other times you are supervised by another registered nurse any time you are working. Such supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must not be the nurse in charge on any shift.
5. You must meet with your line manager, mentor or supervisor at least fortnightly to discuss your clinical performance with particular reference to:
 - Medicines management and administration
 - Escalation of concerns about deteriorating patients
 - Record keeping

- Communication
6. You must send your NMC case officer a report prior to any review of this order from your line manager, mentor or supervisor commenting on your clinical performance with particular reference to:
- Medicines management and administration
 - Escalation of concerns about deteriorating patients
 - Record keeping
 - Communication
7. 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.
8. 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.
9. 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 employer.
 - b) Any educational establishment.

- c) Any other person(s) involved in your retraining and/or supervision required by these conditions

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

This will be confirmed to Mrs Edwards in writing.

That concludes this determination.