

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 15 December 2023**

Virtual Hearing

Name of Registrant:	Florence Blanchard
NMC PIN	2012669S
Part(s) of the register:	Registered Nurse - Adult RNA – October 2022
Relevant Location:	Aberdeen
Panel members:	Jill Robinson (Chair, Registrant member) Sally Pezaro (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Mrs Blanchard:	Present and not represented at this hearing
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.

'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 should not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must not manage or administer medication unless you are directly supervised by a registered nurse until you are formally assessed and signed off as competent to do so by a registered nurse.

You must send evidence of your competency assessment to your NMC case officer within two weeks of being signed off as competent in medication management and administration.

4. You must ensure that you are supervised by a registered nurse anytime you are working. Your supervision must consist of:
 - Working at all times on the same shift as, but not always directly observed by, another registered nurse.
 - Fortnightly meetings to discuss your clinical practice and progress against your Personal Development Plan as described in condition 5.

5. You must work with your line manager, mentor or supervisor to create a PDP. Your PDP must address the concerns about:
 - Recognising deteriorating patients and escalating concerns
 - Medication management and administration particularly with regards to insulin
 - Working within your sphere of competency

6. You must send your case officer a report from your line manager, mentor or supervisor before the next review. This report must show your progress towards achieving the aims set out in your PDP and comment on your general clinical performance.

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.

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

The panel decided to make this interim order for a period of 18 months to allow the NMC sufficient time to complete its investigation.

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 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 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.