

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 23 November 2023**

Virtual Hearing

Name of Registrant:	Mandy Sian Bird
NMC PIN	09A0594E
Part(s) of the register:	Registered Nurse – Adult Sub Part 1 – (22 April 2009)
Relevant Location:	Nottinghamshire
Panel members:	Godfried Attafua (Chair, registrant member) Sally Glen (Registrant member) Nicola Bowes (Lay member)
Legal Assessor:	Nigel Pascoe
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by James Wilson, Case Presenter
Mrs Bird:	Not present but represented by Ray Short, from UNISON
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

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 Nottinghamshire Healthcare NHS Foundation Trust.
2. [PRIVATE].
3. You must be directly supervised at all times whilst undertaking Intravenous (IV) medication management/administration, until assessed by another registered nurse as competent to do so. You must send to your case officer, evidence of your completed competency assessment, within seven days of the assessment.
4. [PRIVATE].
5. [PRIVATE].
6. [PRIVATE].
7. You must meet with your supervisor, line manager or their designated deputy fortnightly to discuss your workplace conduct and clinical performance.
8. You must provide a report from your supervisor, line manager or their designated deputy to your NMC case officer before each review hearing

or meeting about your case. The report must cover the standard of your workplace conduct and clinical performance.

9. 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.

10. 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.

11. You must immediately give a copy of these conditions to:
 - a) Your current employer.
 - b) Any employers (including agencies) 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.

12. 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.

13. 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) Your current employer.
 - b) Any future employer.
 - c) Any educational establishment.

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

Unless Mrs Bird'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, Mrs Bird 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Bird's case officer will write to Mrs Bird about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Bird. The NMC will write to Mrs Bird when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Bird in writing.

That concludes this determination.