

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday 2 November 2023**

Virtual Hearing

Name of Registrant:	Alicia Paez
NMC PIN	16F0729C
Part(s) of the register:	Registered Nurse Nursing – June 2016
Relevant Location:	London
Panel members:	Judith Ebbrell (Chair, Registrant member) Iwan Dowie (Registrant member) Sarah Hamilton (Lay member)
Legal Assessor:	Attracta Wilson
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Jemima Lovatt, Case Presenter
Ms Paez:	Present and represented by Neair Maqboul of 7 Harrington Street Chambers
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.

As such it 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 only work for one single substantive employer which must not be an agency.
2. You must not be the sole registered nurse on any shift.
3. You must be directly supervised by another registered nurse any time you are managing or administering medication.
4. You must meet with your line manager/supervisor/mentor every month to discuss your practice in relation to medication management and medication administration.
5. You must send a report from your line manager/supervisor/mentor to the NMC, prior to the next review hearing, reporting on your practice in relation to medication management and medication administration.
6. 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.

7. 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.

8. 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.

9. 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.

10. 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 time for the NMC to complete its investigation and for you to gain employment.

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.