

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 13 November 2023**

Virtual Hearing

Name of Registrant:	Melissa Dawn Pinion
NMC PIN	20A10450
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) 30 January 2020
Panel members:	Katriona Crawley (Chair, lay member) Jane Hughes (Registrant member) Anne Brown (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Catherine Blake
Nursing and Midwifery Council:	Represented by Nina Dunn, Case Presenter
Ms Pinion:	Present and represented by James Randall, of 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.

Applying the principle of proportionality, the panel determined that the public would remain suitably protected by 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. [PRIVATE]
2. You must limit your nursing practice to your current employer, Nottingham University Hospitals NHS Trust.
3. You must not be the nurse in charge of any shift, and you must not work night shifts.
4. You must ensure that you are directly supervised at all times by a registered nurse when you are managing and administering medication.
5. You must have two-weekly meetings with your line manager, mentor or supervisor [PRIVATE].
6. You must provide the NMC with a report from your line manager, mentor, or supervisor prior to any review hearing [PRIVATE].
7. [PRIVATE]
8. [PRIVATE]

9. [PRIVATE]

10. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your case officer within seven days of leaving your current employment.
 - b) Giving your case officer your employer's contact details.

11. 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.

12. You must immediately give a copy of these conditions to:
 - a) Nottingham University Hospitals NHS Trust; and
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

13. 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.

14. 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 impose this varied interim conditions of practice order and it will run for the remainder of the current interim order.

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 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. Your case officer will write to you 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 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.