

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 30 November 2023**

Virtual Hearing

Name of Registrant:	Hannah Mae Plant
NMC PIN	20D1383E
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing – (September 2021)
Relevant Location:	Greater Manchester
Panel members:	Ingrid Lee (Chair, Lay member) Yvonne Wilkinson (Registrant member) Tasneem Dhanji (Lay member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Taymika Brandy
Nursing and Midwifery Council:	Represented by Dr Raj Joshi, Case Presenter
Miss Plant:	Present and represented by Laura Bayley (Counsel), instructed by Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome:	Interim suspension order replaced with interim conditions of practice order

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 determined that the following conditions were 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 a single substantive employer. This must not be an agency.
2. You must ensure that you are supervised any time 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.
3. You must not be the sole registered nurse on a shift.
4. You must meet every two weeks with your line manager, mentor or supervisor to discuss your performance in relation to:
 - Safeguarding;
 - Incident reporting and escalation of concerns;
 - Maintaining professional boundaries with colleagues; and
 - Your professionalism and conduct in the workplace.
5. You must obtain a report from your line manager, mentor or supervisor and send it to your NMC case officer prior to any review hearing or meeting that outlines your performance and progress in relation to:
 - Safeguarding;

- Incident reporting and escalation of concerns;
 - Maintaining professional boundaries with colleagues; and
 - Your professionalism and conduct in the workplace.
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.

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, a 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 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.