

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 20 November 2023**

Virtual Hearing

Name of Miss Simpson:	Miss Julie Ann Simpson
NMC PIN	93I0615E
Part(s) of the register:	Registered Nurse – Sub part 1 Mental Health Nursing (Level 1) – 31 August 1996
Relevant Location:	Herefordshire
Panel members:	Jill Wells (Chair, lay member) Rachel Hopper (Miss Simpson member) Simon Shevlin (Lay member)
Legal Assessor:	Sanjay Lal
Hearings Coordinator:	Eleanor Wills
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas Case Presenter
Miss Simpson:	Present and unrepresented
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 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 limit your practice to one substantive employer.
Where this is via an agency, any placement must be for a period of no less than 3 months.
2. You must not work as a manager or be the nurse in charge.
3. You must ensure that you are supervised by a registered nurse any time you are working.
 - a. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
 - b. You must meet monthly with your line manager/supervisor to discuss your professional conduct and competence.
4. Prior to any review, you must send your NMC case officer a report from your line manager commenting on your professional conduct and competence and your compliance with these conditions.
5. 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.

6. 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.

7. 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.

8. 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.

9. 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 vary the interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Simpson'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, Miss Simpson or the Nursing and Midwifery Council (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 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 Miss Simpson. The NMC will write to Miss Simpson when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Simpson in writing.

That concludes this determination.