

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 23 October 2023**

Virtual Hearing

Name of Registrant:	Debbie Coward
NMC PIN	11D0907E
Part(s) of the register:	Registered Nurse-Sub Part 1 Adult Nursing (Level 1) July 2011
Relevant Location:	Barnsley
Panel members:	Jill Wells (Chair, lay member) Debbie Holroyd (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	Sean Hammond
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Jonathan Deans, Case Presenter
Ms Coward:	Present and represented by Louisa Simpson instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	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.

'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 restrict your nursing practice to one substantive employer. If this placement is via an agency, then this must be for a minimum of three months.
2. You must not be the nurse in charge of a shift.
3. When working as a nurse you must be indirectly supervised at all times. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. When working as a nurse, you must ensure that you are directly supervised by another registered nurse whilst administering or managing medication.
5. [PRIVATE].
6. [PRIVATE].
7. [PRIVATE].
8. [PRIVATE].
9. [PRIVATE].

10. You must keep the Nursing and Midwifery Council (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.
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. 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.
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

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.