

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 2 October 2023**

Virtual Hearing

Name of Registrant:	Nicola Limby
NMC PIN:	16K0754E
Part(s) of the register:	Registered Nurse - Learning Disabilities RNLD (November 2017)
Relevant Location:	Warrington
Panel members:	Liz Maxey (Chair, Registrant member) Sally Glen (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	Marian Killen
Hearings Coordinator:	Christine Iraguha
Nursing and Midwifery Council:	Represented by Kiera Vinall, Case Presenter
Ms Limby:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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 nursing practice to Pinetum Care Home, Chester.
2. You must ensure that you are supervised by another registered nurse 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 attend monthly meetings with your line manager to discuss your conduct in the workplace regarding the following:
 - a. Dealing with challenging behaviour.
 - b. Patient communication.
 - c. Communicating appropriately with colleagues.
4. You must send your NMC case officer a report from your line manager;
 - (i) within the next 4 weeks, and
 - (ii) prior to any NMC hearing that details your progress regarding:
 - a) Dealing with challenging behaviour.
 - b) Patient communication.
 - c) Communicating appropriately with colleagues.

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 agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) 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 NMC 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 NMC case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
- a) Your line manager.
 - b) Any current or future employer.
 - c) Any educational establishment.
 - d) Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Ms Limby'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, Ms Limby 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. Ms Limby's case officer will write to her 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 Ms Limby. The NMC will write to Ms Limby when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Limby in writing.

That concludes this determination.