

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Substantive Order Review Hearing
Friday, 8 September 2023**

Virtual Hearing

Name of Registrant: Rebecca Marie Lee

NMC PIN 12G0973E

Part(s) of the register: Registered Nurse – Sub Part 1
Adult Nursing – September 2012

Type of case: Health

Panel members: James Lee (Chair, Registrant member)
Zoe Wernikowski (Registrant member)
Colin Sturgeon (Lay member)

Legal Assessor: Marian Killen

Hearings Coordinator: Samantha Aguilar

Nursing and Midwifery Council: Represented by Katherine Higgs, Case Presenter

Mrs Lee: Present and represented by Dr Francis Graydon,
instructed by the Royal College of Nursing (RCN)

Order being reviewed: Conditions of practice order (12 months)

Fitness to practise: Impaired

Outcome: **Conditions of practice order (12 months) to come into effect on 11 November 2023 in accordance with Article 30 (1)**

Decision and reasons on sanction

Accordingly, the panel determined, pursuant to Article 30(1)(c) to extend the conditions of practice order for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 11 November 2023. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

'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 one substantive employer, which must not be an agency.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are supervised by another registered nurse at 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.
4. You must have fortnightly meetings with your line manager, mentor or supervisor to discuss your *[PRIVATE]*, conduct and performance.
5. You must send a report from your workplace line manager, mentor or supervisor detailing your *[PRIVATE]*, conduct and performance to the NMC two weeks before this order is due to be reviewed.
6. You must immediately limit or stop your practice if you are advised to by:
 - a) *[PRIVATE]*
 - b) *[PRIVATE]*
 - c) *[PRIVATE]*

d) [PRIVATE]

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

11. [PRIVATE]

12. [PRIVATE]

13. You must keep us 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.

14. You must keep us 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.

15. 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.
- d) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.

16. You must tell your case officer, within seven days of you becoming aware of:

- a) Any clinical incident you are involved in.
- b) Any investigation started against you.
- c) Any disciplinary proceedings taken against you.

17. 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 period of this order is for 12 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 11 November 2023 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case may be assisted by:

- Any further reflective documentation (using an NMC recognised reflective model) in relation to the original charges and your ability to practise safely and professionally.

This will be confirmed to you in writing.

That concludes this determination.