

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 2 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Joice Machache
<b>NMC PIN</b>	18I0447E
<b>Part(s) of the register:</b>	Registered Nurse - Sub part 1 Adult Nurse, Level 1 - 8 November 2018
<b>Relevant Location:</b>	England
<b>Panel members:</b>	Gary Tanner (Chair, Lay member) Ian Hanson (Lay member) Jane Mary Hughes (Registrant member)
<b>Legal Assessor:</b>	Monica Daley
<b>Hearings Coordinator:</b>	Margia Patwary
<b>Nursing and Midwifery Council:</b>	Represented by Fiona McAddy, Case Presenter
<b>Miss Machache:</b>	Not present and unrepresented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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 may only work for one substantive employer, or, if placed by an agency, a placement of at least 3 months in one location.
2. You must not be the nurse in charge of any shift.
3. You must ensure you are supervised at all times that you are working. Your supervision must consist of; working all times on the same shift as but not directly observed by a registered nurse.
4. You must be directly supervised whilst you are carrying out medicines administration or management until deemed competent to do so independently by another registered nurse.
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]
9. 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.

10. 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.

11. 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.

12. 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.

13. 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 Miss Machache'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 Machache 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 will write to Miss Machache when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Machache in writing.

That concludes this determination.