

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

**Interim Order Review Hearing
Tuesday, 20 February 2024**

Virtual Hearing

Name of Registrant:	Lesley Dougherty
NMC PIN	80H1365E
Part(s) of the register:	Registered Nurse – RN1, Adult Nursing (September 1998) & RN2, Adult Nursing (December 1982)
Relevant Location:	Swindon
Panel members:	Richard Youds (Chair, Lay member) Caroline Jones (Registrant member) Alison Lyon (Lay member)
Legal Assessor:	Megan Ashworth
Hearings Coordinator:	Rebecka Selva
Nursing and Midwifery Council:	Represented by Arthur Lo, Case Presenter
Mrs Dougherty:	Not present and unrepresented
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 one substantive employer which can be an agency, any assignment must last a minimum of three months.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are supervised 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, a registered nurse.
4. You must ensure that you are directly supervised by another registered nurse when undertaking medication administration until signed off as competent by your line manager/mentor or supervisor.
5. You must meet with your line manager/mentor or supervisor fortnightly to discuss the following areas:
 - a) Medication administration
6. Prior to any review hearing, you must ensure that a report is sent from your manager/mentor or supervisor to your NMC case officer reporting on your:
 - a) Medication administration

7. 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.

8. 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.

9. 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.

10. 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.

11. 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 Mrs Dougherty'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, Mrs Dougherty 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Dougherty. The NMC will keep Mrs Dougherty informed of developments in relation to that issue.

This will be confirmed to Mrs Dougherty in writing.

That concludes this determination.