

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

**Interim Order Review Hearing  
Friday, 23 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Primrose James</b>
<b>NMC PIN</b>	06B1800E
<b>Part(s) of the register:</b>	Nurses part of the register Sub part 1 Adult nurse, level 1 (21 July 2006)
<b>Relevant Location:</b>	London
<b>Panel members:</b>	Philip Sayce (Chair, Registrant member) Anna Ferguson (Registrant member) Robert Fish (Lay member)
<b>Legal Assessor:</b>	Marian Gilmore KC
<b>Hearings Coordinator:</b>	Rebecka Selva
<b>Nursing and Midwifery Council:</b>	Represented by Rosalind Young, Case Presenter
<b>Ms James:</b>	Not present and unrepresented
<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 must restrict your employment 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 a 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 meet with your line manager, supervisor or mentor every two weeks to discuss:
  - a) Your management of patients including those demonstrating challenging behaviour; and
  - b) Your professional conduct generally.
5. You must send a report from your line manager, supervisor or mentor to the NMC prior to any review hearing commenting on:
  - a) Your management of patients including those demonstrating challenging behaviour; and
  - b) Your professional conduct generally.

6. 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.
  
7. 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.
  
8. 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.
  
9. 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.
  
10. 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 Ms James' 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 James 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 Ms James. The NMC will keep Ms James informed of developments in relation to that issue.

This will be confirmed to Ms James in writing.

That concludes this determination.