

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

**New Interim Order Hearing
Tuesday 20 February 2024**

Virtual Hearing

Name of Registrant:	Cheryl Ann Newbury
NMC PIN	08F1154E
Part(s) of the register:	Registered Nurse RNMH: Mental health nurse (September 2008)
Relevant Location:	Avon and Somerset
Panel members:	Richard Youds (Chair, lay member) Caroline Jones (Registrant member) Alison Lyon (Lay member)
Legal Assessor:	Megan Ashworth
Hearings Coordinator:	Brenda Eze
Nursing and Midwifery Council:	Represented by Arthur Lo, Case Presenter
Miss Newbury:	Not present and unrepresented at the hearing
Interim order directed:	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.

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 meet with your line manager, supervisor or mentor every 4 weeks to discuss your practice in relation to:
 - a) patient centred care, to include communication with individuals with additional needs;
 - b) individual care planning;
 - c) accurate record keeping;
 - d) clinical decision making;
 - e) clinical leadership; and
 - f) data security and confidentiality

2. You must provide a report to the NMC before any review hearing. This must report on your practice in relation to:
 - a) patient centred care, to include communication with individuals with additional needs;
 - b) individual care planning;
 - c) accurate record keeping;
 - d) clinical decision making;
 - e) clinical leadership; and
 - f) data security and confidentiality

3. 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.

4. 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.

5. 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.
 - e) 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

6. 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.'

7. 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 Newbury'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 Newbury 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. Miss Newbury's case officer will write to her about this in due course.

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

This will be confirmed to Miss Newbury in writing.

That concludes this determination.