

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

**Substantive Order Review Hearing
Friday, 19 January 2024**

Virtual Hearing

Name of Registrant: Emily Anne Boucher

NMC PIN 04G0444A

Part(s) of the register: Registered Nurse – Sub Part 1
Registered Midwife

Adult Nursing – October 2004
Midwifery – March 2007

Relevant Location: Wokingham

Type of case: Health

Panel members: David Crompton (Chair, Lay member)
Hannah Harvey (Registrant member)
Jacqueline Metcalfe (Registrant member)

Legal Assessor: Paul Hester

Hearings Coordinator: Catherine Blake

Nursing and Midwifery Council: Represented by Ed Carey, Case Presenter

Miss Boucher: Present and not represented at the hearing.

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

Fitness to practise: Impaired

Outcome: **Conditions of practice order (12 months) to come into effect at the end of 10 February 2024 in accordance with Article 30 (1).**

Decision and reasons on review of the substantive order

The panel decided to confirm the current conditions of practice order.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a 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 10 February 2023. It decided to continue 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. [PRIVATE]
2. Should you be working as a registered nurse or midwife, in any clinical environment you must not at any time be the nurse/midwife in charge.
3. Should you be working as a registered nurse/midwife you must not at any time be directly or indirectly responsible for staff management. This includes but is not limited to: appraisals, disciplinary processes, line management and recruitment.
4. [PRIVATE]
5. You must meet with your line manager, mentor or supervisor (or their nominated deputy) to discuss your clinical practice at least every week for the first month, and then every 2 weeks for the next 2 months. Depending on your progress these meetings could be reduced at discretion of your line manager, mentor or supervisor.
6. [PRIVATE]
7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10.[PRIVATE]

11.[PRIVATE]

12.[PRIVATE]

13. You must tell the NMC within 14 days of any nursing or midwifery appointment (whether paid or unpaid) you accept within the UK or elsewhere and provide the NMC with contact details of your employer.

14. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them.

15.

a. You must within 14 days of accepting any post of employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name and contact details of the individual or organisation offering the post, employment or course of study.

b. You must within 14 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individuals/organisation with whom you have entered into the arrangement.

16. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures, and disclose the conditions listed at (1) to (12) above, to them.

a. Any organisation or person employing, contracting with, or using you to undertake nursing or midwifery work.

- b. Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing or midwifery services.
- c. Any prospective employer (at the time of application) where you are applying for any nursing or midwifery appointment.
- d. Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 10 February 2024 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.

This will be confirmed to you in writing.

That concludes this determination.