

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday 26 January 2024**

Virtual Hearing

Name of Registrant:	Emilia Davies
NMC PIN	21A3812E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (level 1) – 19 March 2021
Relevant Location:	Stoke-on-Trent
Panel members:	Yvonne O'Connor (Chair, registrant member) Sarah Hewetson-Grubb (Registrant member) Wendy West (Lay member)
Legal Assessor:	Ian Ashford-Thom
Hearings Coordinator:	Brenda Eze
Nursing and Midwifery Council:	Represented by Stephen Tawiah, Case Presenter
Mrs Emilia Davies:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 only work either for a single substantive employer or, when working as a bank or agency nurse, you must be allocated to a single place of work where there is consistency of supervision.
2. You must ensure that you are supervised by another 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.
3. You must not work in a critical care environment.
4. You must not be the nurse in charge of a shift.
5. You must limit your nursing practice to daytime shifts.
6. You must meet with your line manager, mentor or supervisor at least every month to discuss your all-round clinical performance and conduct, with particular reference to:
 - a) Communicating effectively with colleagues, patients and their families.
 - b) Medication administration and management.
 - c) Following work policies and procedures.
 - d) Escalating clinical concerns and seeking advice.

- e) Working within your competency and scope of practice.
7. You must obtain and send your case officer a report from your line manager, mentor, or supervisor prior to every review hearing. This report must comment on your all-round clinical performance and conduct, with particular reference to:
- a) Communicating effectively with colleagues, patients and their families.
 - b) Medication administration and management.
 - c) Following work policies and procedures.
 - d) Escalating clinical concerns and seeking advice.
 - e) Working within your competency and scope of practice.
8. 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.
9. 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.
10. 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.
11. 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.

12. 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

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Davies' 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 Davies 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. Mrs Davies' case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Davies. The NMC will write to Mrs Davies when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Davies in writing.

That concludes this determination.