

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 11 March 2024**

Virtual Hearing

Name of Registrant:	Pearl Dallison
NMC PIN	23A0090W
Part(s) of the register:	Registered Nurse – Adult Nursing RNA – (6 March 2023)
Relevant Location:	Wales
Panel members:	Sarah Hamilton (Chair, Lay member) Anne-Marie Borneuf (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	John Bassett
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Alexander Findley, Case Presenter
Mrs Dallison:	Present and represented by Nicole Pereira, instructed by UNISON
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 was of the view that the public would remain suitably protected by the continuation of the following varied conditions:

'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 employment to one substantive employer, which may be an agency, but not bank work. Any employment secured through an agency must be a placement for a minimum period of three months.
2. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working on the same shift as, but not always directly observed, by a registered nurse.
3. You must be directly supervised when managing and/or administering medication, by another registered nurse, until you are assessed as competent to do so.
4. You must work with your line manager, supervisor and/or mentor to create and keep a preceptorship plan (PP) and/or personal development plan (PDP). Your PDP and/or PP must address the concerns about:
 - a) Workload prioritisation
 - b) Escalation of deteriorating patients

- c) Medicines management and administration

You must send your case officer a copy of your PDP and/or PP before any Nursing and Midwifery Council (NMC) review hearing. This report must show your progress towards achieving the aims set out in your PDP and/or PP.

- 5. You must meet with your line manager, supervisor and/or mentor at least every two weeks to discuss your progress and reflect on your practice in relation to:

- a) Workload prioritisation
- b) Escalation of deteriorating patients
- c) Medicines management and administration

- 6. You must send a report from your line manager and/or mentor or supervisor commenting on your progress in relation to:

- a) Workload prioritisation
- b) Escalation of deteriorating patients
- c) Medicines management and administration
- d) Evidence of you being assessed as competent in relation to managing and/or administering medication

This report must be sent to your case officer before any NMC review.

- 7. You must keep 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 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 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.

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 your 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,

you 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. Your case officer will write to you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.