

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday 1 August 2025**

Virtual Hearing

Name of Registrant:	Rajeena Davidson
NMC PIN:	18L0265O
Part(s) of the register:	Registered Nurse Adult – RN1 – December 2018
Relevant Location:	Manchester
Panel members:	Michael McCulley (Chair, lay member) Noreen Quraishi (Lay member) Judith Francois (Registrant member)
Legal Assessor:	Trevor Jones
Hearings Coordinator:	Shela Begum
Nursing and Midwifery Council:	Represented by Stephen Page, Case Presenter
Ms Davidson:	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 was of the view that the public would remain suitably protected by the implementation of the following 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 practice to one substantive employer which can be via an agency. If employment is obtained via an agency, any placement you undertake must be for a minimum term of 3 three months at a single location.
2. You must have fortnightly meetings with your line/mentor or supervisor to discuss the following:
 - Upholding the reputation of the profession when in the workplace and outside of the workplace.
3. You must send a report to your NMC case officer seven days prior to any review hearing or meeting, in relation to the following:
 - Whether or not you have been upholding the reputation of the profession when in the workplace and outside of the workplace.
4. 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.

5. 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.
6. 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.
7. 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.
8. 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 vary this interim conditions of practice order and it will run for the remainder of the current interim order.

The panel noted that while Ms Davidson has disclosed mental health concerns, no medical evidence has been provided to confirm a diagnosis, treatment, or ongoing support.

The panel considered a future panel would be assisted by up-to-date information regarding Ms Davidson's mental health, including any diagnosis, treatment, or support she is receiving.

The panel considered this essential to understanding and managing any ongoing risk and emphasised the importance of her active engagement in future hearings to assist in assessing her current fitness to practise.

Unless Ms Davidson'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, Ms Davidson 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. Ms Davidson's 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 Ms Davidson. The NMC will write to Ms Davidson when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Davidson in writing.

That concludes this determination.