

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday 22 August 2025**

Virtual Hearing

|                                       |                                                                                                        |
|---------------------------------------|--------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | Emily Davies                                                                                           |
| <b>NMC PIN:</b>                       | 1411102E                                                                                               |
| <b>Part(s) of the register:</b>       | Registered Nurse – Sub Part 1<br>Adult Nurse (Level 1) – 22 September 2014                             |
| <b>Relevant Location:</b>             | Manchester                                                                                             |
| <b>Panel members:</b>                 | Renee Aleong (Chair, Lay member)<br>Rajesh Jayadevan (Registrant member)<br>Simon Shevlin (Lay member) |
| <b>Legal Assessor:</b>                | Michael Bell                                                                                           |
| <b>Hearings Coordinator:</b>          | Hazel Ahmet                                                                                            |
| <b>Nursing and Midwifery Council:</b> | Represented by Jane Carver, Case<br>Presenter                                                          |
| <b>Ms Davies:</b>                     | Not present and not represented at the<br>hearing                                                      |
| <b>Interim order to be reviewed:</b>  | Interim suspension order (18 months)                                                                   |
| <b>Outcome of review:</b>             | <b>Interim suspension order replaced with an<br/>interim conditions of practice order</b>              |

## **Decision and reasons on interim order**

The panel decided to replace the current interim suspension order with an 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 limit your practice to one substantive employer which must not be an agency, nor may you undertake bank work.
2. You must not be the sole nurse in charge on any shift.
3. You must ensure you are supervised by another registered nurse or manager any time you are working. This must consist of:
  - a) Working at all times on the same shift but not always directly observed by another registered nurse or manager.
4. You must have monthly meetings with your clinical line manager or supervisor to discuss:
  - a) [PRIVATE]
  - b) Compliance with the conditions of practice
5. You must send the NMC a report prior to any review hearing or meeting from your line manager or supervisor, in relation to your performance and progress in relation to:

- a) [PRIVATE]
- b) Your compliance with the conditions of practice.
- c) The regulatory concerns raised against you.

6. [PRIVATE]

7. [PRIVATE]

8. Whilst on duty as a registered nurse, you must not:

- a) Have any access to medications including medication trolleys or keys to any area in which medications are stored.
- b) Undertake management or administration of medications.

9. [PRIVATE]

10. 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.

11. 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.

12. 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.

13. 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 other person(s) involved in your retraining and/or supervision required by these conditions

Unless Ms 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, Ms Davies or the Nursing and Midwifery Council (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 a panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

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

This will be confirmed to Ms Davies in writing.

That concludes this determination.