

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant:	Laurissa Kristy Lutchman
NMC PIN:	21K1841O
Part(s) of the register:	Registered Nurse - Adult Adult – RNA - November 2021
Relevant Location:	Kent
Panel members:	Mahjabeen Agha (Chair, lay member) Yvonne Thomson (Registrant member) Stephanie Hayle (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Ibe Amogbe
Nursing and Midwifery Council:	Represented by Vida Simpeh, Case Presenter
Ms Lutchman:	Present and represented by Sean O'Neill, 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 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 nursing practice to one substantive employer, [PRIVATE].
2. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times while being directly observed by another registered nurse. This must be for a minimum of three months and until you are formally assessed by another senior registered nurse as competent to work without direct supervision.

You must provide evidence of this formal assessment to your NMC Case Officer within fourteen (14) days of receipt.

3. You must not be the nurse in charge on any shift.
4. You must meet monthly with your line manager/supervisor to discuss your performance in the following areas of concern:
 - Identification and escalation of deteriorating patients,
 - Medication management and administration,
 - Record keeping,
 - Safe moving and handling of patients, and
 - Effective communication with patients and colleagues.

5. Prior to every NMC review, you must provide your NMC Case Coordinator with a report from your line manager/supervisor. This must discuss all aspects of your performance and comment on the following areas of concern:
 - Identification and escalation of deteriorating patients,
 - Medication management and administration,
 - Record keeping,
 - Safe moving and handling of patients and
 - Effective communication with patients and colleagues.
6. You must keep the NMC informed 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.
7. 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.
8. 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.

9. 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.

10. 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.

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.