

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 2 December 2025**

Virtual Hearing

Name of Registrant:	Rochelle Concepcion
NMC PIN:	23A0519O
Part(s) of the register:	Registered Nurse - RNA Adult Nursing – January 2023
Relevant Location:	Camden
Panel members:	Godfried Attafua (Chair, registrant member) Richard Carnell (Lay member) Jane Hughes (Registrant member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Yousrra Hassan
Nursing and Midwifery Council:	Represented by Isabella Kirwan, Case Presenter
Ms Concepcion:	Not present and not represented at the hearing
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 restrict your nursing practice to one substantive employer, and you must not undertake agency or bank work.
2. You must not work in the community unless directly supervised.
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are directly supervised by another Registered Nurse anytime you are involved in the administration or management of medication. You must be formally assessed and signed off as competent by a Band 6 nurse or above.

A copy of successful completion of assessment must be sent to the NMC within 7 days of completion.

5. At all other times, you must ensure that you are working under indirect supervision. This means you must work on the same shift as another Registered Nurse, although you do not need to be directly observed at all times.

6. You must meet fortnightly with your line manager, mentor, or supervisor to engage in reflective discussions on your performance in the identified areas of concern, including:
 - a) Lack of basic clinical knowledge and procedures
 - b) Inability to assess complex patients
 - c) Failure to escalate deteriorating patients
 - d) Poor documentation and record-keeping
 - e) Failure to undertake patient observations adequately
 - f) Medication administration and management errors, including IV medications
7. You must obtain and provide a report from your line manager, mentor, or supervisor to your NMC Case Officer before any review hearing or meeting. The report must comment on the areas listed above (in condition 6).
8. 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.
9. 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.
10. 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.

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

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

This will be confirmed to Ms Concepcion in writing.

That concludes this determination.