

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Tuesday, 18 March 2025**

Virtual Hearing

Name of Registrant:	Amanda French
NMC PIN	15E0349E
Part(s) of the register:	Registered Nurse – Sub Part 1 Children’s Nursing – (September 2015)
Relevant Location:	Essex
Panel members:	Adrian Smith (Chair, Lay member) Jacqueline Metcalfe (Registrant member) David Raff (Lay member)
Legal Assessor:	Nina Ellin KC
Hearings Coordinator:	Max Buadi
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Miss French:	Not Present and not represented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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, in one substantive role. Any contract must be for a minimum of four months and may be obtained via an agency.
2. You must not be the nurse in charge.
3. You must ensure that you are supervised by working at all times on the same shift as, but not always directly observed by a registered nurse.
4. You must work with your line manager to create a Personal Development Plan (PDP). Your PDP must address the concerns about:
 - a. Appropriate and professional communication and conduct with colleagues, patients and members of the public;
 - b. All aspects of record keeping;
 - c. Medication management (if relevant/required for the role).
5. You must meet with your line manager fortnightly to discuss ongoing development under your Personal Development Plan (PDP) and your general clinical performance as a nurse.

6. You must send your case officer a report from your line manager before the next review. This report must show your progress towards achieving the aims set out in your PDP.
7. You must send your case officer a copy of your PDP.
8. You must keep us 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 us 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 Miss French'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, Miss French 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss French. The NMC will keep Miss French informed of developments in relation to that issue.

This will be confirmed to Miss French in writing.

That concludes this determination.