

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 14 March 2025**

Virtual Hearing

Name of Registrant:	Rachel Helen Holme
NMC PIN	05G2030E
Part(s) of the register:	Registered Nurse - Sub Part 1 Learning Disabilities (Level 1) - 13 October 2005
Relevant Location:	Lancashire
Panel members:	Dr Gary Tanner (Chair, lay member) Sally Glen (Registrant member) Neil Slater (Lay member)
Legal Assessor:	Ian Ashford-Thom
Hearings Coordinator:	Stanley Udealor
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Mrs Holme:	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 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 single substantive employer which can be an agency, but only at a place of employment for a minimum of 3 months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of:
 - a. Working at all times on the same shift as, but not always directly observed by a registered nurse.
4. You must meet with your line manager/supervisor/mentor monthly to discuss your clinical practice in respect of:
 - a. Record keeping.
 - b. Working within your scope of practice.
 - c. Care planning and risk assessment.
 - d. Responding appropriately to supervisory instructions.
 - e. Patient confidentiality
5. You must provide the NMC with a report from your line manager/supervisor/mentor seven days before your review hearing. Each report must contain details of your:

- a. Record keeping.
 - b. Working within your scope of practice.
 - c. Care planning and risk assessment.
 - d. Responding appropriately to supervisory instructions.
 - e. Patient confidentiality
6. 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.
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 agency you apply to or are registered with for work.
 - c. Any employers you apply to for work (at the time of application).
 - d. 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 Mrs Holme'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, Mrs Holme 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 Mrs Holme. The NMC will write to Mrs Holme when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Holme in writing.

That concludes this determination.