

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 24 October 2025**

Virtual Hearing

Name of Registrant:	Ruthie Davies
NMC PIN:	23J1149O
Part(s) of the register:	Registered Nurse - Adult RNA – October 2023
Relevant Location:	Surrey
Panel members:	John Anderson (Chair, lay member) Nicola Harvey (Registrant member) Leon Jacobs (Lay member)
Legal Assessor:	Marian Gilmore K.C.
Hearings Coordinator:	Eric Dulle
Nursing and Midwifery Council:	Represented by Simon Gruchy, Case Presenter
Mrs Davies:	Not present and unrepresented
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 be employed by a single substantive employer. You must not carry out any agency or bank work.
2. You must not be the Nurse in charge at any time.
3. During administration or management of any medicines, you must be directly supervised by another registered nurse. This must continue until you are assessed and signed off as competent by a registered nurse Band 6 or above.
4. You must meet with your supervisor or mentor every two weeks to review your practice. These meetings should include discussion and reflection in the following areas:
 - a. Your management and administration of medication; and
 - b. Your duty of candour, and in particular being open and straightforward in your communication and professional interactions with others.
5. You must provide your NMC case officer at least 7 days in advance of the next review hearing a report from your supervisor or mentor commenting on your:

- a) Management and administration of medication; and
 - b) Duty of candour, and in particular being open and straightforward in your communication and professional interactions with others.
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 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 Mrs 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, Mrs Davies 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 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 Davies. The NMC will write to Mrs Davies when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Davies in writing.

That concludes this determination.