

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 28 October 2025**

Virtual Hearing

Name of Registrant:	Emma Louise Deyes
NMC PIN:	9711363E
Part(s) of the register:	Registered Nurse – Adult Nurse (18 September 2000) Nurse Independent / Supplementary Prescriber V300 – 2 July 2016
Relevant Location:	Yorkshire
Panel members:	Angela Williams (Chair, Lay member) Karen McCutcheon (Registrant member) Elaine Weinbren (Lay member)
Legal Assessor:	Andrew Granville-Stafford
Hearings Coordinator:	Sharmilla Nanan
Nursing and Midwifery Council:	Represented by Maham Malik, Case Presenter
Ms Deyes:	Present and not represented 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 NHS England. You must not undertake any private practice outside of this organisation as a Registered Nurse.
2. You must be indirectly supervised by another Registered Nurse any time you are working as a registered nurse. This must consist of working on the same shift as but not directly observed by another Registered Nurse. If working remotely this can include having access to remote supervision.
3. When working as a registered nurse, you must undertake training and provide recent evidence of that training to the NMC prior to the next review hearing in relation to:
 - a) Medicines management
 - b) Infection Prevention and Control
 - c) Communication and Record keeping
4. When working as a registered nurse, you must meet with your line manager, mentor or supervisor every month to discuss your practice in relation to:
 - a) Medicines management
 - b) Infection Prevention and Control
 - c) Communication and Record keeping

5. When working as a registered nurse, you must send a report to the NMC before the next NMC hearing, outlining your discussions with your line manager, mentor or supervisor in relation to:
 - a) Medicines management
 - b) Infection Prevention and Control
 - c) Communication and Record keeping
6. You must immediately give a copy of these conditions to NHS England
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 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.
9. 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 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 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.