

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 22 October 2025**

Virtual Hearing

Name of Ms Herniman:	Rebecca Jane Herniman
NMC PIN:	13C1233E
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing – September 2013
Panel members:	Michael Lupson (Chair, Lay member) Vikki Crickmore (Registrant member) Matthew Burton (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Sara Glen
Nursing and Midwifery Council:	Represented by Bethany Brown, Case Presenter
Miss Herniman:	Present and unrepresented
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 only work for one substantive employer. This must not be an agency.
2. [PRIVATE]
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
7. You must not be the nurse in charge of any shift.
8. You must not have access to prescription medication from within the workplace or be involved in the management or administration of medication.
9. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.

10. You must meet with your line manager or supervisor fortnightly to discuss:
- a) [PRIVATE]
 - b) Your general performance in the workplace.
11. Prior to any review, you must provide the NMC with a report from your line manager or supervisor in respect of your general performance in the workplace.
12. 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.
13. 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.
14. 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.

15. 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.

16. 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.