

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant:	Andrea Nelson
NMC PIN	21E1341E
Part(s) of the register:	Registered Nurse - Adult RNA – September 2021
Relevant Location:	Colchester
Panel members:	Sarah Hamilton (Chair, Lay member) Naomi Smith (Registrant member) Sandra Norburn (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Yousrra Hassan
Nursing and Midwifery Council:	Represented by Tessa Donovan, Case Presenter
Miss Nelson:	Present and represented by Penny Maudsley, instructed by Nurses Defence Services
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim condition 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 not be the Nurse in charge.
2. You must not carry out any agency work.
3. Whenever you work in primary or community care roles, you must be under direct supervision by a Band 6 nurse at all times. At all other times, you must be under indirect supervision, meaning you must work on the same shift as, but not always directly observed by, another registered nurse of at least Band 6.
4. You must meet with your supervisor every two weeks to review your practice. These meetings should cover the following areas:
 - a. Record keeping
 - b. Wound assessment and evaluation
 - c. Time management
 - d. Escalation when further care or treatment is needed
 - e. Duty of candour
5. You must provide your NMC case officer at least 7 days in advance of the next review hearing a report from your supervisor commenting on your:

- a. Record keeping
 - b. Wound assessment and evaluation
 - c. Time management
 - d. Escalation when further care or treatment is needed
 - e. Duty of candour
6. 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.
7. 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.
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 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 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 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.