

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant:	Debra Toomey
NMC PIN:	14D0901E
Part(s) of the register:	Registered Adult Nurse Adult – RNA – 11 July 2014
Relevant Location:	Halton
Panel members:	Michael McCulley (Chair, lay member) Sandra Norburn (Lay member) Helen Hughes (Registrant member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Samara Baboolal
Nursing and Midwifery Council:	Represented by Tom Hoskins, Case Presenter
Mrs Toomey:	Present and represented by Katherine Sharpe, instructed by the Royal College of Nursing (RCN)
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.

As such it 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 or involve bank work.
2. You must not be the nurse in charge of any shift or the sole nurse on duty during any shift.
3. 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.
4. You must ensure that you are supervised any time you are undertaking administration of medication. Your supervision must consist of working at all times while being directly observed by a registered nurse.
5. Having been formally assessed and signed off for medication administration, verification of this must be sent to the NMC within 7 days of the sign-off date.

6. You must ensure that you are supervised any time you are involved in the care and maintenance of Hickman and PICC lines. Your supervision must consist of working at all times while being directly observed by a registered nurse.
7. Having been formally assessed and signed off as competent by another nurse on the care and maintenance of Hickman and PICC lines, verification of this must be sent to the NMC within 7 days of the sign-off date.
8. You must not be involved in any diabetes or insulin management involving patients until you have successfully completed relevant training. Verification of this must be sent to the NMC within 7 days of completion.
9. You must undertake fortnightly meetings with your line manager or supervisor to discuss the following:
 - a) Recognising and escalating concerns around deteriorating patients
 - b) Your knowledge around policy and procedure regarding infection control
 - c) The quality and timeliness of your record keeping
10. You must send your NMC Case Officer a report from your line manager or supervisor discussing your progress in relation to the following areas:
 - a) Recognising and escalating concerns around deteriorating patients
 - b) Your knowledge around policy and procedure regarding infection control
 - c) The quality and timeliness of your record keepingThis report must be sent prior to any NMC hearing.

11. 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.
12. 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.
13. 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.
14. 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.
15. 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 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.