

**Nursing and Midwifery Council
Fitness to Practise Committee**

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

Virtual Hearing

Name of Registrant:	Ebony April Brown Warren
NMC PIN:	15C2069E
Part(s) of the register:	Registered Nurse - Adult (level 1) (23 September 2018)
Relevant Location:	Lancashire
Panel members:	Richard Weydert-Jacquard (Chair, registrant member) Vickie Glass (Registrant member) Vicki Harris (Lay member)
Legal Assessor:	Sean Hammond
Hearings Coordinator:	Salima Begum
Nursing and Midwifery Council:	Represented by Rachel Rodney, Case Presenter
Ms Warren:	Not present and unrepresented at this hearing
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 restrict your nursing practice to one substantive employer and you must not undertake any agency work.
2. You must not be the sole nurse on a shift or the nurse in charge on a shift.
3. When working as a registered nurse you must ensure that you are directly supervised by another registered nurse, at any time you are administering and recording medication, until you are signed off as competent by another registered nurse.
4. You must meet with your line manager or supervisor on a monthly basis to discuss your performance in relation to:
 - a) Management and prioritising when allocated a group of patients
 - b) Escalating deteriorating patients as per your employers policy
 - c) Completion of patient risk assessment as per your employers policy

- d) Team working and appropriateness of task delegation
 - e) Maintaining accurate records in line with your employer's policy and NMC standards
 - f) Administration of medications in line with your employers policy and NMC standards
 - g) Mandatory training and completion of competencies.
5. You must provide a report from your line manager or supervisor to the NMC prior to any review hearing that discusses your performance in relation to:
- a) Management and prioritising when allocated a group of patients
 - b) Escalating deteriorating patients as per your employers policy
 - c) Completion of patient risk assessment as per your employer policy
 - d) Team working and appropriateness of task delegation
 - e) Maintaining accurate records in line with your employers policy and NMC standards
 - f) Administration of medications in line with your employers policy and NMC standards
 - g) Mandatory training and completion of competencies.
6. 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.
7. 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.
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

10. [PRIVATE]

Unless Ms Warren's 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, Ms Warren 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Ms Warren. The NMC will keep Ms Warren informed of developments in relation to that issue.

This will be confirmed to Ms Warren in writing.

That concludes this determination.