

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 9 September 2025**

Virtual Hearing

Name of Registrant:	Rachel Winnie Candygirl Bowman
NMC PIN:	24A1812E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 24 May 2024
Relevant Location:	Birmingham
Panel members:	Judith Ebbrell (Chair, Registrant member) David Brown (Lay member) Naomi Smith (Registrant member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Abigail Addai
Nursing and Midwifery Council:	Represented by Stephen Page, Case Presenter
Miss Bowman:	Present and unrepresented
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 practice to one substantive employer. You must not undertake bank or agency work.
2. You must ensure that you are supervised by another registered nurse anytime you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
3. You must be directly supervised at all times when undertaking medicines management and administration (including intravenous medication), until in respect of medicines management and administration you are formally assessed as competent by another more senior nurse. Once you are so assessed, you must send evidence of this to your NMC case officer within 14 days of successful completion.
4. You must meet at least monthly with your line manager or supervisor to discuss your performance and progress with regards to your general clinical and professional performance, and in particular:
 - a) Record keeping
 - b) Management of deteriorating patients
 - c) Communication with patients and colleagues

- d) Retaining and utilising clinical information, for example in handovers
 - e) Management and administration of medications
5. You must send your NMC case officer a report from your line manager or supervisor before any NMC review. This report must discuss all aspects of your performance and progress with regards to your general clinical and professional performance, and in particular:
- a) Record keeping
 - b) Management of deteriorating patients
 - c) Communication with patients and colleagues
 - d) Retaining and utilising clinical information, for example in handovers
 - e) Management and administration of medications.
6. You must keep a reflective practice profile. Your reflections should relate to:
- a) Record keeping
 - b) Management of deteriorating patients
 - c) Communication with patients and colleagues
 - d) Retaining and utilising clinical information, for example in handovers
 - e) Management and administration of medications.

You must send your case officer a copy of the profile prior to the next NMC hearing.

7. 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.
8. 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.
9. 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.
10. 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.
11. 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.