

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 16 September 2025**

Virtual Hearing

Name of Registrant:	Patricia Delores Cohen
NMC PIN:	88Y0228E
Part(s) of the register:	Registered Nurse Adult – RN1 (June 1991)
Relevant Location:	Maidenhead
Panel members:	John Anderson (Chair, Lay member) Helen Hughes (Registrant member) Darren Rice (Lay member)
Legal Assessor:	John Bassett
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Alex Granville, Case Presenter
Miss Cohen:	Present and represented by Priya Khanna, instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (12 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 12 months.

The panel therefore 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 work for a single substantive employer. You must not undertake agency or ‘bank’ work.
2. You must not be the sole nurse on duty or the nurse in charge.
3. You must ensure that you are supervised by another registered nurse 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 meet with your line manager or supervisor on a fortnightly basis to focus on your ongoing clinical practice and progress in the areas of:
 - Escalation of clinical concerns.
 - Record-keeping.
 - Communication.
 - Practising within your scope of competence.

5. You must obtain and send a report from your line manager or supervisor to your NMC case officer before any future NMC interim order review hearing. This report must focus on your ongoing clinical practice and progress in the areas of:
 - Escalation of clinical concerns.
 - Record-keeping.
 - Communication.
 - Practising within your scope of competence.
6. 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.
7. 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.
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.

The panel decided to make this interim order for a period of 12 months as the NMC is in its early stages of investigation but considers this should be a sufficient period to complete its investigation given the extent of the material provided to the NMC.

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.