

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 30 April 2026**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Emma Louise Deyes</b>
<b>NMC PIN:</b>	9711363E
<b>Part(s) of the register:</b>	Nurse Independent / Supplementary Prescriber – 02 July 2016 Registered Nurse – Sub Part 1 Adult Nursing (Level1) – 18 September 2000
<b>Relevant Location:</b>	Yorkshire
<b>Panel members:</b>	Yvonne Wilkinson (Chair, registrant member) Rajesh Jayadevan (Registrant member) Julian Graville (Lay member)
<b>Legal Assessor:</b>	Elisa Hopley
<b>Hearings Coordinator:</b>	Catherine Blake
<b>Nursing and Midwifery Council:</b>	Represented by James Holloway, Case Presenter
<b>Ms Deyes:</b>	Present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## 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 not undertake any work in a private practice as a Registered Nurse.
2. If you obtain bank or agency work it must be with one organisation, and must be for a minimum period of three months in any post, which may include working shifts in different wards.
3. You must not be the sole nurse on duty or the nurse in charge of any shift.
4. You must be indirectly supervised by another Registered Nurse any time you are working as a Registered Nurse. This must consist of working on the same shift as but not directly observed by another Registered Nurse. If working remotely this can include having access to remote supervision.
5. When working as a registered nurse, you must undertake training and provide recent evidence of that training to the NMC prior to the next review hearing in relation to:
  - a) Medicines management
  - b) Communication and Record keeping

6. When working as a registered nurse, you must meet with your line manager, mentor or supervisor every month to discuss your practice in relation to:
  - a) Medicines management
  - b) Infection Prevention and Control
  - c) Communication and Record keeping
  
7. When working as a registered nurse, you must send a report from your line manager, mentor or supervisor to the NMC before the next NMC hearing, commenting on your performance in the following areas:
  - a) Medicines management
  - b) Infection Prevention and Control
  - c) Communication and Record keeping
  
8. You must immediately give a copy of these conditions to:
  - a) Any organisation or person you work for.
  - b) Any agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) 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 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.
  
10. 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.

11. 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.

12. 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.