

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 29 April 2026**

Virtual Meeting

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| Name of Registrant: | June Friend |
| NMC PIN: | 09I0396E |
| Part(s) of the register: | Registered Nurse – Sub part 1 Adult nursing (level 1) – 19 October 2009 |
| Relevant Location: | Derby |
| Panel members: | Yvonne Wilkinson (Chair, registrant member) Karen McCutcheon (Registrant member) Julian Graville (Lay member) |
| Hearings Coordinator: | Stanley Udealor |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | Interim conditions of practice order confirmed |

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel has determined that the following conditions remain necessary and proportionate:

'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 nursing practice to one substantive employer. If an agency, any placement must not be less than 3 months.
2. You must not be the nurse in charge on any shift.
3. You must be directly supervised anytime you are involved in:
 - a) Medication administration
 - b) Controlled drug and opioid management
 - c) Syringe driver management

Until you are signed off as competent by another registered nurse. Evidence of this must be sent to the NMC within 7 days of completion.

4. At all other times you must be indirectly supervised any time you are working. This supervision consists of working on the same shift as, but not always directly supervised by another registered nurse.
5. You must meet with your line manager or supervisor every month to discuss:

- a) Your medication administration
 - b) Your controlled drug and opioid management
 - c) Your syringe driver management
6. Prior to any NMC review meeting or hearing, you must provide a report from your line manager or supervisor that speaks to;
- a) Your medication administration
 - b) Your controlled drug and opioid management
 - c) Your syringe driver management
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 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.

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 Mrs Friend's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Friend will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Friend will be invited to attend in person, send a representative on her behalf or submit written representations for the panel to consider. At any such review hearing, the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Mrs Friend. The NMC will write to Mrs Friend when the case is ready for the next stage of the fitness to practise process. This will be confirmed to Mrs Friend in writing.

That concludes this determination.