

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

**Interim Order Review Hearing
Thursday, 5 February 2026**

Virtual Hearing

Name of Registrant:	Gemma Louise Palfreman
NMC PIN:	07E2135E
Part(s) of the register:	Registered Nurse – Adult RNA – 24 September 2007
Relevant Location:	Norfolk
Panel members:	Richard Weydart-Jacquard (Chair, Registrant member) Timothy Kemp (Registrant member) Ray Salmon (Lay member)
Legal Assessor:	Nigel Ingram
Hearings Coordinator:	Sara Glen
Nursing and Midwifery Council:	Represented by Debbie Churaman, Case Presenter
Mrs Palfreman:	Not present and not represented at this hearing
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 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, which must not be an agency.
2. You must not be the Nurse in charge of any ward, shift or unit.
3. You must not be the only Nurse on duty.
4. You must not undertake a consultation as a Registered Nurse with any patient or client on a private basis or work in a self-employed capacity.
5. You must not undertake any one-to-one consultation with any patient that involves advice on medication.
6. You must ensure you are supervised by another Registered Nurse any time you are undertaking working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a Registered Nurse.
 - a) You must not undertake any clinical procedures outside your scope of practice.

- b) Any clinical examinations must be directly supervised by a suitably qualified registered practitioner.
- 7. You must meet with your line manager/mentor/supervisor monthly to discuss your clinical performance and your progress, in relation to your:
 - a) Understanding and ability to work within your scope of practice
 - b) Medication administration and management
 - c) Understanding and adhering to instructions given by other healthcare professionals.
- 8. You must obtain a report from your line manager/mentor/supervisor prior to the next NMC review. The report must contain details of your progress in relation to your clinical performance, and in particular your:
 - a) Understanding and ability to work within your scope of practice
 - b) Medication administration and management
 - c) Understanding and adhering to instructions given by other healthcare professionals.
- 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 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.
12. 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.
13. 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 Palfreman'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, Mrs Palfreman 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.

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

This will be confirmed to Mrs Palfreman in writing.

That concludes this determination.