

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 24 June 2026**

Virtual Meeting

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| Name of Miss Palmer: | Nya Zhane Palmer |
| NMC PIN: | 24I5657E |
| Part(s) of the register: | Registered Nurse –Sub Part1 Adult Nursing (Level1) -28 September 2024 |
| Relevant Location: | Harrow |
| Panel members: | Mahjabeen Agha (Chair, Lay member) Karen McCutcheon (Registrant member) Mandy Kilpatrick (Lay member) |
| Hearings Coordinator: | Petra Bernard |
| 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.

'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. This must not be agency or bank work.*
2. *You must not be the sole registered nurse in charge of any shift.*
3. *You must be directly supervised any time you are involved in medication administration and management until deemed competent to do so by your line manager or supervisor. When you have been formally assessed and signed off as competent, verification must be sent the NMC within seven days of the sign off day.*
4. *At all other times you must ensure that you are supervised 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.*
5. *You must meet at the start of your employment with your line manager, mentor or supervisor to discuss the formulation of a learning action plan which includes the consideration of any additional support you may require for your learning disability.*

A copy of this must be sent to your NMC case officer prior to any review.

6. *You must meet monthly with your line manager, mentor or supervisor to discuss:*
 - *Your performance and progress as a band 5 registered nurse*

7. *You must obtain a report from your line manager or supervisor and send it to your NMC case officer seven days before any review hearing. This report must outline:*
 - *Your performance and progress as a band 5 registered nurse*

8. *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.*

9. *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.*

10. *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.*

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 Miss Palmer'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 Miss Palmer 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 Miss Palmer will be invited to attend in person, send a representative on Miss Palmer's 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.

This will be confirmed to Miss Palmer in writing.

That concludes this determination.