

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday 11 June 2026**

Virtual Hearing

Name of Registrant: Rachel Margaret Richardson

NMC PIN: 86H0006N

Part(s) of the register: Registered Nurse – RN1
Adult Nursing – October 1989

Relevant Location: Armagh City, Banbridge and Craigavon

Panel members: John Anderson (Chair, lay member)
Godfried Attafua (Registrant member)
Sophie Hutchinson (Lay member)

Legal Assessor: Ben Stephenson

Hearings Coordinator: Rene Aktar

Nursing and Midwifery Council: Represented by Calypso Coombs, Case
Presenter

Mrs Richardson: Present and represented by James Patterson,
instructed by Royal College of Nursing (RCN)

Interim order directed: **Interim conditions of practice order
(18 months)**

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 work for one substantive employer which can be an agency or bank. Any clinical placement through an agency or bank, must be for a minimum period no less than three months in the same setting.
2. You must not be the nurse in charge of any shift.
3. You must be directly supervised any time you are involved in medication administration and management until signed off as competent by Band 6 equivalent or above. You must send a copy of evidence of the assessment to the NMC within 7 days of completion.
4. All other times you must be indirectly supervised. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
5. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss and reflect upon your performance in the following areas:
 - Medication administration
 - Record keeping

- Care planning and risk assessments
6. A report of these meetings from your line manager, mentor, or supervisor commenting on your progress in relation to:
- Medication administration
 - Record keeping
 - Care planning and risk assessments

This must be submitted to the NMC before each review.

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

The panel decided to make this interim order for a period of 18 months as the NMC investigation is at an early stage.

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.