

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday 26 March 2026**

Virtual Meeting

Name of Registrant:	Ruthie Davies
NMC PIN:	23J1149O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 13 October 2023
Relevant Location:	Surrey, England
Panel members:	Gary Tanner (Chair, Lay member) Leon Jacobs (Lay member) Elizabeth Williamson (Registrant member)
Hearings Coordinator:	Hazel Ahmet
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 be employed by a single substantive employer.
2. You must not carry out any agency or bank work.
3. You must not be the Nurse in charge at any time. During administration or management of any medicines, you must be directly supervised by another registered nurse. This must continue until you are assessed and signed off as competent by a registered nurse Band 6 or above.
4. You must meet with your supervisor or mentor every two weeks to review your practice. These meetings should include discussion and reflection in the following areas:
 - a) Your management and administration of medication; and
 - b) Your duty of candour, and in particular being open and straightforward in your communication and professional interactions with others.
5. You must provide your NMC case officer at least 7 days in advance of the next review hearing a report from your supervisor or mentor commenting on your:
 - a) Management and administration of medication; and
 - b) Duty of candour, and in particular being open and straightforward in your communication and professional interactions with others.
6. 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.
7. 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.
8. 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.
9. 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.
10. 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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the order at this meeting and Mrs Davies will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Davies is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mrs Davies will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Mrs Davies must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mrs Davies does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mrs Davies and her representative will be invited to attend.

This decision will be confirmed to Mrs Davies in writing.

That concludes this determination.