Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Tuesday 10 November 2026

Virtual Hearing

Name of Registrant:	Paula Janet Ellis
NMC PIN:	08H0839E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 1 September 2008
Relevant Location:	Liverpool
Panel members:	John Anderson (Chair, Lay member) Nicola Harvey (Registrant member) Caroline Browne (Lay member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Rebecka Selva
Nursing and Midwifery Council:	Represented by Stephen Earnshaw, Case Presenter
Mrs Ellis:	Not present and not represented
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 only work for a single substantive employer. This must not be an agency.

2. You must be directly supervised by another registered nurse at all times until assessed as competent by your line manager in the following skills:

   a) Responding to the needs of patients and deterioration of patients;
   b) Carrying out and recording of clinical observations;
   c) Care planning;
   d) Risk assessment of patients; and
   e) Prioritisation of duties

3. After you have been assessed as competent as required in condition 2 you must only work when you are indirectly supervised by another registered nurse, working the same shift as but not always directly observed by them.

4. You must meet with your line manager every two weeks to discuss your progress with regard to your skills in:

   a) Responding to the needs of patients and deterioration of patients;
   b) Carrying out and recording of clinical observations;

c) Care planning;
d) Risk assessment of patients; and
e) Prioritisation of duties

5. You must obtain a report from your line manager and send it to your NMC case officer prior to any review, which details your regular meetings and progress towards assessments in the following areas:

a) Responding to the needs of patients and deterioration of patients;
b) Carrying out and recording of clinical observations;
c) Care planning;
d) Risk assessment of patients; and
e) Prioritisation of duties

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 Mrs Ellis' 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 Ellis 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 Mrs Ellis. The NMC will write to Mrs Ellis when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Ellis in writing.

That concludes this determination.