Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Monday, 23 November 2026

Virtual Hearing

Name of Registrant:	Nya Zhane Palmer
NMC PIN:	24I5657E
Part(s) of the register:	Registered Nurse Sub Part 1 Adult Nursing - (Level 1) 28 September 2024
Relevant Location:	Harrow
Panel members:	Christopher Taylor (Chair, registrant member) Sally Glen (Registrant member) Rohan Sivanandan (Lay member)
Legal Assessor:	Melissa Harrison
Hearings Coordinator:	Mahee Vohra
Nursing and Midwifery Council:	Represented by Anna Wright, Case Presenter
Ms Palmer:	Not present and unrepresented
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 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. [PRIVATE]

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 Ms Palmer'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, Ms Palmer 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 Ms Palmer. The NMC will write to Ms Palmer when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Palmer in writing.

That concludes this determination.