Nursing and Midwifery Council
Investigating Committee

Interim Order Review Meeting
Wednesday, 18 November 2026

Virtual Meeting

Name of Registrant:	**Rachel Margaret Richardson**
NMC PIN:	86H0006N
Part(s) of the register:	Registered nurse – sub part 1 Adult nursing (level 1) – 16 October 1989
Relevant Location:	Belfast City
Panel members:	Judith Ebbrell (Chair, registrant member) Yvonne Thomson (Registrant member) Sally Allbeury (Lay member)
Hearings Coordinator:	Mahee Vohra
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 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

Unless Ms Richardson's case has already been concluded or there has been a material change of circumstances, a panel will review the interim suspension 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 Ms Richardson 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 Ms Richardson will be invited to attend in person, send a representative on Ms Richardson'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 Ms Richardson in writing.

That concludes this determination.