Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Thursday, 29 October 2026

Virtual Hearing

Name of Registrant:	June Friend
NMC PIN:	09I0396E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 19 October 2009
Relevant Location:	England
Panel members:	Katriona Crawley (Chair, Lay member) Hayley Ball (Registrant member) Hazel Wilford (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Monowara Begum
Nursing and Midwifery Council:	Represented by Christopher Veal, Case Presenter
Mrs Friend:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	**Interim conditions of practice order varied**

Decision and reasons on interim order

The panel decided to vary 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. If an agency, any placement must not be less than 3 months.

2. You must be directly supervised anytime you are involved in:
   a) Medication administration
   b) Controlled drug and opioid management
   c) Syringe driver management

   Until you are signed off as competent by another registered nurse of a more senior banding than you. Evidence of this must be sent to the NMC within 7 days of completion.

3. Prior to any NMC review meeting or hearing, you must provide a report from your line manager or supervisor that speaks to;
   a) Your medication administration competency
   b) Your controlled drug and opioid management knowledge
   c) Your syringe driver management (if applicable)

4. 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.

5. 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.

6. 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.

7. 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.

8. 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 Friend'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, Mrs Friend or the 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Friend's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Friend. The NMC will write to Mrs Friend when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Friend in writing.

That concludes this determination.