

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 28 April 2023**

Virtual Hearing

Name of registrant:	Maxine Louise Barcas
NMC PIN:	91L0241E
Part(s) of the register:	Registered Nurse – Adult RN1 January 2001
Relevant Location:	Dudley
Panel members:	Katriona Crawley (Chair, Lay member) Hayley Ball (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Michael Levy
Hearings Coordinator:	Teige Gardner
Nursing and Midwifery Council:	Represented by Michael Harwood, Case Presenter
Mrs Barcas:	Present and represented by Deepan Jaddoo of UNISON
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 was of the view that the public would remain suitably protected by the continuation of the following varied conditions:

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 not be the person with overall responsibility for the medication management processes, in particular, stock control and the ordering of medication.
2. You must meet with your line manager, supervisor or mentor monthly to discuss your practice in particular in relation to:
 - Your ability to act on concerns and to escalate issues;
 - Your performance in relation to medication management processes.
3. You must send to the NMC before any review hearing or meeting a report from your line manager, supervisor or mentor commenting upon:
 - Your ability to act on concerns and to escalate issues;
 - Your performance in relation to medication management processes.
4. You must keep us 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 us 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.
 - e. Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

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

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless your 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, you 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. Your case officer will write to you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.