

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday 1 August 2023**

Virtual Hearing

Name of Registrant:	Rosie Middleton
NMC PIN	19H0807E
Part(s) of the register:	Registered Nurse – Sub Part 1 Children Nursing – 4 October 2019, Level 1
Relevant Location:	North Lincolnshire
Panel members:	Jill Wells (Chair, Lay member) Amy Noakes (Registrant member) David Brown (Lay member)
Legal Assessor:	Breige Gilmore
Hearings Coordinator:	Elizabeth Fagbo
Nursing and Midwifery Council:	Represented by Lindsey Hogg, Case Presenter
Miss Middleton:	Not present and unrepresented at the hearing.
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 was of the view that the public would remain suitably protected by the implementation of the following 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 limit your nursing practice to a single substantive employer which must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must not be the only nurse on duty on the ward or unit on any shift.
4. You must not work in an Emergency Department.
5. You must ensure that you are supervised at any time that 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.
6. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the following:
 - Undertaking full clinical assessments.
 - Taking and recording clinical observations.
 - Communication skills.

- Knowledge and safe use of medical equipment.
7. You must have fortnightly meetings with your line manager, mentor or supervisor to discuss your clinical practice and your progress towards achieving the aims set out in your PDP.
 8. You must:
 - a) Send your case officer a copy of your PDP.
 - b) Send your case officer a report from your line manager, mentor or supervisor before any interim order review hearing. This report must show your progress towards achieving the aims set out in your PDP and your clinical practice.
 9. 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.
 10. 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.
 11. 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.
12. 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.
13. 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 Miss Middleton'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, Miss Middleton 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. Miss Middleton'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 Miss Middleton. The NMC will write to Miss Middleton when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Middleton in writing.

That concludes this determination.