

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 21 December 2023**

Virtual Hearing

Name of Registrant:	Amanda Julie Dawes
NMC PIN	82I2309E
Part(s) of the register:	Registered Nurse – Adult RN1 – April 2001
Relevant Location:	Darlington
Panel members:	Michael McCully (Chair, Lay member) Yvonne Wilkinson (Registrant member) Judith Francois (Registrant member)
Legal Assessor:	Fiona Moore
Hearings Coordinator:	Catherine Blake
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Ms Dawes:	Not present and represented by Bibi Khan, instructed by UNISON.
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

As such it 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 practise to one substantive employer, this must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure you are directly supervised by another registered nurse any time you are involved in the administration and management of medication until you are assessed and signed off as competent to do so independently without supervision. Evidence of a successful assessment must be sent to the NMC within seven days of completion.
4. 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. You must work with your line manager, mentor or supervisor to create a Personal Development Plan (PDP). Your PDP must address any ongoing concerns about:

- a) Medication management and administration
- b) Documentation and record keeping
- c) Prioritising resident/patient care

You must send your case officer a copy of your PDP before the next review hearing.

6. You must meet with your line manager, mentor or supervisor at least every four weeks to discuss your progress towards achieving the aims set out in your PDP, specifically the areas set out in condition 5.
7. You must provide a report from your line manager, mentor or supervisor to your case officer before the next review hearing. The report must show your progress towards achieving the aims set out in your PDP, namely:
 - a) Medication management and administration
 - b) Documentation and record keeping
 - c) Prioritising resident/patient care.
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

The panel decided to make this interim order for a period of 18 months to allow enough time for the NMC to complete its investigation.

Unless Ms Dawes 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 Dawes 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 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 Dawes. The NMC will write to Ms Dawes when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Dawes in writing.

That concludes this determination.