

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 6 December 2023**

Virtual Hearing

Name of Registrant:	Julia Ann Nixon
NMC PIN	09H1870E
Part(s) of the register:	RNA - Registered Nurse - Adult (September 2009) V300 - Nurse Independent / Supplementary Prescriber (May 2015)
Relevant Location:	Staffordshire
Panel members:	Maureen Gunn (Chair, registrant member) Kiran Gill (Lay member) Sandra Norburn (Lay member)
Legal Assessor:	Andrew Granville-Stafford
Hearings Coordinator:	Flynn Cammock-Nicholls
Nursing and Midwifery Council:	Represented by Adam Kirke, Case Presenter
Mrs Nixon:	Present and represented by Hywel Evans, instructed by the Royal College of Nursing (RCN)
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 one substantive employer which can be an agency. Any clinical placement via agency must last a minimum of three months.
2. You must ensure that you are indirectly supervised by another registered nurse 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.
3. You must not be the sole nurse or the nurse in charge on any shift.
4. You must meet with your line manager, mentor, or supervisor (or their nominated deputy) every month for a reflective discussion commenting on your performance and progress in clinical assessments of patients, prioritising care, recognising deteriorating patients, escalating concerns, and record keeping.

5. You must send to the NMC before any review hearing or meeting a report from your line manager, mentor, or supervisor (or their nominated deputy) commenting on your performance and progress in clinical assessments of patients, prioritising care, recognising deteriorating patients, escalating concerns, and record keeping.

6. 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.

7. 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.

8. 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.

9. 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.
10. 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.