

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 28 December 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Anu Thomas
<b>NMC PIN</b>	23E1702O
<b>Part(s) of the register:</b>	Registered Nurse - Adult (19 May 2023)
<b>Relevant Location:</b>	Plymouth
<b>Panel members:</b>	Godfried Attafua (Chair, registrant member) Amy Noakes (Registrant member) Neil Calvert (Lay member)
<b>Legal Assessor:</b>	Peter Jennings
<b>Hearings Coordinator:</b>	Eleanor Wills
<b>Nursing and Midwifery Council:</b>	Represented by Mohsin Malik, Case Presenter
<b>Mrs Thomas:</b>	Present and represented by Lucy Chapman, instructed by Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## Decision and reasons on interim order

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

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 practice to a single substantive employer, which must not be an agency, and which must provide you with a formal preceptorship programme or an equivalent.
2. You must send evidence of successful completion of your preceptorship programme or equivalent within 14 days of completion to the NMC.
3. You must not practise without direct supervision. This means working at all times, while being directly observed by a Registered Nurse, until assessed by a Registered Nurse of Band 6 or above as competent to work without direct supervision.
4. You must meet fortnightly with your line manager /mentor/supervisor to undertake reflective discussions regarding your practice, including:
  - a) Medications practice
  - b) Recognition and escalation of a deteriorating patient
  - c) Manual handling
  - d) Handover
  - e) Patient observations
  - f) Communication

5. You must send a report from your line manager/mentor/supervisor to the NMC prior to any review hearing of your progress regarding your practice, including:
  - a) Medications practice
  - b) Recognition and escalation of a deteriorating patient
  - c) Manual handling
  - d) Handover
  - e) Patient observations
  - f) Communication
  
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 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.

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.

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 Nursing and Midwifery Council (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 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.