

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 27 June 2023**

Virtual Hearing

|                                       |  |
|---------------------------------------|--|
| <b>Name of Registrant:</b>            | Florence Maina   |
| <b>NMC PIN:</b>                       | 21G11290   |
| <b>Part(s) of the register:</b>       | Registered Nurse – Sub Part 1<br>Adult Nursing – 15 July 2021                                    |
| <b>Relevant Location:</b>             | Denbighshire   |
| <b>Panel members:</b>                 | Rama Krishnan (Chair, lay member)<br>Helen Hughes (Registrant member)<br>Anne Brown (Lay member) |
| <b>Legal Assessor:</b>                | Graeme Henderson   |
| <b>Hearings Coordinator:</b>          | Muminah Hussain  |
| <b>Nursing and Midwifery Council:</b> | Represented by Honor Fitzgerald, Case<br>Presenter   |
| <b>Ms Maina:</b>                      | Present and represented by Neomi Bennett   |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18<br>months)  |
| <b>Outcome of review:</b>             | <b>Interim conditions of practice order varied</b>   |

## 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 implementation 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 limit your nursing practice to one substantive employer, which must not be an agency.
2. You must be directly supervised when managing or administering medication until deemed competent in all areas by a registered nurse. You must send evidence of this to your NMC Case Officer once deemed competent in all areas.
3. At all other times you are working, you must be supervised by a registered nurse. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must attend fortnightly meetings with your line manager / supervisor to discuss medication administration and management, and you must provide a report from your line manager / supervisor ahead of any NMC hearing.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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 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.

This will be confirmed to you in writing.

That concludes this determination.