

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Substantive Order Review Hearing  
Thursday 8 June 2023**

**Virtual Hearing**

<b>Name of registrant:</b>	<b>Alison Jane Sowerby</b>
<b>NMC PIN:</b>	90Y0776E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – July 1993
<b>Relevant Location:</b>	East Sussex
<b>Type of case:</b>	Health
<b>Panel members:</b>	Nicola Dale (Chair, Lay member) Linda Tapson (Registrant member) Bill Matthews (Lay member)
<b>Legal Assessor:</b>	Patricia Crossin
<b>Hearings Coordinator:</b>	Ruth Bass
<b>Nursing and Midwifery Council:</b>	Represented by Bianca Huggins, Case Presenter
<b>Mrs Sowerby:</b>	Present and represented by Julia Flanagan, Counsel instructed by Royal College of Nursing (RCN)
<b>Order being reviewed:</b>	Conditions of practice order (12 months)
<b>Fitness to practise:</b>	Impaired
<b>Outcome:</b>	<b>Conditions of practice order (12 months) to come into effect at the end of 16 July 2023 in accordance with Article 30 (1)</b>

The panel decided to vary the current conditions of practice order.

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It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

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 keep us informed about anywhere you are working by:*

- *Telling your case officer within seven days of accepting or leaving any employment;*
- *Give your case officer your employer's contact details;*

2. *You must keep us informed about anywhere you are studying by:*

- *Telling your case officer within seven days of accepting any course of study;*
- *Giving your case officer the name and contact details of any organisation offering that course of study;*

3. *You must immediately give a copy of these conditions to:*

- *Any organisation or person you work for;*
- *Any agency you apply to or are registered with for work;*
- *Any employers you apply to for work (at the time of application);*
- *Any establishment you apply to (at the time of application) or with which you are already enrolled, for a course of study;*
- *Any current or prospective patients or clients you intend to see or care for when you are working independently;*

4. *You must tell your case officer within seven days of your becoming aware of:*

- *Any clinical incident you are involved in;*
  - *Any investigation started against you;*
  - *Any disciplinary proceedings taken against you.*
5. *You must allow your case officer to share, as necessary, details about your compliance with these conditions with*
- *Your current or future employer*

**6. [PRIVATE]**

**7. [PRIVATE]**

**8. [PRIVATE]**

**9. [PRIVATE]**

**10.[PRIVATE]**

**11.[PRIVATE]**

**12. [PRIVATE]**

**13.[PRIVATE]**

The period of this order is for 12 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 16 July 2023 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.