

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 25 April 2024**

Virtual Hearing

Name of Registrant:	Amanda French
NMC PIN	15E0349E
Part(s) of the register:	Registered Nurse – Sub Part 1 Children’s Nursing – (September 2015)
Relevant Location:	Essex
Panel members:	Nariane Chantler (Chair, Registrant member) Cathrine Lund (Registrant member) Nicola Bowes (Lay member)
Legal Assessor:	Ini Udom
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by Hena Patel, Case Presenter
Miss French:	Not present and not represented in person at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel varied the current interim conditions of practice order.

It determined that the risks identified were being suitably mitigated by interim conditions of practice, but varied condition 2 for clarity.

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, in one substantive role. Any contract must be for a minimum of four months and may be obtained via an agency.
2. You must not be the nurse in charge.
3. You must ensure that you are supervised by working at all times on the same shift as, but not always directly observed by a registered nurse.
4. You must work with your line manager to create a Personal Development Plan (PDP). Your PDP must address the concerns about:
 - a. Appropriate and professional communication and conduct with colleagues, patients and members of the public;
 - b. All aspects of record keeping;
 - c. Medication management (if relevant/required for the role).

5. You must meet with your line manager fortnightly to discuss ongoing development under your Personal Development Plan (PDP) and your general clinical performance as a nurse.
6. You must send your case officer a report from your line manager before the next review. This report must show your progress towards achieving the aims set out in your PDP.
7. You must send your case officer a copy of your PDP.
8. 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.
9. 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.
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 vary this interim conditions of practice order and it will run for the remainder of the current interim order. The order expires on 29 June 2024 and there was no information in front of the panel today to suggest that there was an extension of the order.

Unless Miss French's 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, Miss French 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. Miss French's case officer will write to her 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 Miss French. The NMC will write to Miss French when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss French in writing.

That concludes this determination.