

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 15 April 2024**

Virtual Hearing

<b>Name of You:</b>	Emma Jane Robbins
<b>NMC PIN</b>	10K1534E
<b>Part(s) of the register:</b>	Registered Nurse RNA March 2011 RNC July 2020
<b>Relevant Location:</b>	Warwick
<b>Panel members:</b>	Ingrid Lee (Chair, Lay member) Jane Hughes (Registrant member) Richard Carnell (Lay member)
<b>Legal Assessor:</b>	Simon Walsh
<b>Hearings Coordinator:</b>	Yasmina Di Gesualdo
<b>Nursing and Midwifery Council:</b>	Represented by Uzma Khan, Case Presenter
<b>Miss Robbins:</b>	Present and represented by Selena Jones, instructed by the Royal College of Nursing (RCN)
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 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 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 nursing practice to one substantive employer which must not be an agency.
2. You must not be the only registered nurse on duty in any clinical setting.
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
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 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).
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 any current or future employer.

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 a 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.