

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 5 February 2024**

Virtual Hearing

Name of You:	Lucy Wambui Macharia
NMC PIN:	02L0662O
Part(s) of the register:	Registered Nurse Adult RN1 – December 2002
Relevant Location:	Leeds
Panel members:	Christopher Taylor (Chair, You member) Anne-Marie Borneuf(You member) Eleanor Harding (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Yasmina Di Gesualdo
Nursing and Midwifery Council:	Represented by Simeon Wallis, Case Presenter
Ms Macharia:	Present and represented by Simon Holborn, instructed by Humans Ltd
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice varied

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 confine your nursing practice to your current employer Springfield Health Care.
2. You must have weekly meetings with your line manager, mentor or supervisor to discuss your clinical practice in relation to:
 - a) record keeping, including the use of electronic records management,
 - b) care planning,
 - c) risk assessments
 - d) communication.
3. You must obtain a report from your line manager, supervisor, or mentor and send the report to the NMC prior to any review hearing. The report should comment on your practice in relation to:
 - a) record keeping, including the use of electronic records management,
 - b) care planning,
 - c) risk assessments
 - d) communication.
4. 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.
5. 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.
6. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
7. 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.
8. 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.

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.