

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 5 January 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Rachel Jane Pearson
<b>NMC PIN</b>	00J1843E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 20 October 2003
<b>Relevant Location:</b>	East Cheshire
<b>Panel members:</b>	Godfried Attafua (Chair, Registrant member) Sue Gwyn (Registrant member) Richard James Carnell (Lay member)
<b>Legal Assessor:</b>	Gillian Hawken
<b>Hearings Coordinator:</b>	Yasmina Di Gesualdo
<b>Nursing and Midwifery Council:</b>	Represented by Ms Jemima Lovatt, Case Presenter
<b>Ms Pearson:</b>	Present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	Interim conditions of practice order 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 limit your nursing practice to one substantive employer. If the substantive employer is an agency, you are restricted to accepting single placements of no less than 3 months in one clinical area.
2. You must not be the registered nurse in charge or be the sole registered nurse on any shift.
3. You must ensure that you are supervised at all times, but not always directly supervised by another registered nurse any time you are working.
4. You must meet with your line manager or your mentor to discuss your clinical caseload and any impact on your health weekly.
5. You must provide a report to your NMC case officer from your line manager or your mentor prior to each review meeting confirming compliance with these conditions and progress in your practice.
6. You must not carry out medication administration until deemed competent to do so by your workplace line manager or your mentor.
7. You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:

- a) Your general practitioner.
- b) Your occupational health practitioner(s).
- c) Any other registered medical practitioner or therapist responsible for your care.

8. 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.
- d) Your general practitioner.
- e) Any registered medical practitioner or therapist responsible for your care.

9. You must allow:

- a) Your general practitioner.
- b) Your occupational health practitioner(s).
- c) Any other registered medical practitioner or therapist responsible for your care to share information about your health, treatment and compliance with these conditions with us and with each other.

10. You must obtain and submit to your NMC case officer prior to any review hearing a report from your Occupational Health manager and your GP. Each report must contain details of your health and ongoing treatment (if any).

11. You must follow any arrangements made for you to undergo the following:

- a) Alcohol testing arrangements as deemed appropriate by the NMC and/or your employer.

You must make the results of such testing available to each reviewing panel.

12. You must tell your NMC case officer, within seven days of you becoming aware of:

- a) Any clinical incident you are involved in.
- b) Any investigation started against you.

c) Any disciplinary proceedings taken against you.

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

- a) Your line manager.
- b) Your occupational health practitioner(s).
- c) Any other registered medical practitioner or therapist responsible for your care.

14. 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.

15. 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.

16. 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) Your GP.
- b) Your current or future employer.
- c) Any educational establishment.
- d) 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 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.