

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

**Interim Order Review Hearing
Thursday, 21 March 2024**

Virtual Hearing

Name of Registrant: Nicola Jane East

NMC PIN: 90G0150E

Part(s) of the register: Registered Nurse – Sub Part 1
Adult Nursing (Level 1) – 5 September 1993
Children Nursing (Level 1) - 29 September 1997

Recordable qualifications:
Nurse Independent / Supplementary
Prescriber (V300) – 3 February 2014

Relevant Location: Bradford

Panel members: Anthony Kanutin (Chair, Lay member)
Marcia Smikle (Registrant member)
Robert Cawley (Lay member)

Legal Assessor: Michael Hosford-Tanner

Hearings Coordinator: Hanifah Choudhury

Nursing and Midwifery Council: Represented by Giedrius Kabasinskas, Case Presenter

Nicola Jane East: Present and represented by Ed Wylde, instructed by Royal College of Nursing (RCN)

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 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 restrict your practice to Bradford District Care Trust.
2. You must not be the registered nurse in charge or the sole registered nurse on duty. Whilst working you must be supervised, such supervision consisting of working at all times on the same shift as, but not always directly observed by, a registered nurse.
3. You must be accompanied by a chaperone in one to one situations when you would be alone with a patient in a room when working as a registered nurse.
4. You must meet with your line manager, mentor or supervisor every four weeks to discuss your clinical caseload in relation to:
 - a) Maintaining professional boundaries
 - b) Safeguarding vulnerable individuals and escalating any concerns
 - c) Record keeping
5. You must provide a report from your line manager, mentor or supervisor to your NMC case officer at least seven days before any review hearing detailing your performance in relation to:
 - a) Maintaining professional boundaries
 - b) Safeguarding vulnerable individuals and escalating any concerns

- c) Record keeping
6. You must keep us informed about anywhere in Bradford District Care Trust you are working by:
 - a) Telling your case officer within seven days of accepting or leaving any role.
 - b) Giving your case officer your employer's contact details.
 7. 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.
 8. You must immediately give a copy of these conditions to:
 - a) Bradford District Care Trust or person you work for.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
 9. 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.
 10. 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 employer.
 - b) Any educational establishment.
 - c) 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs East. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.