

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 1 March 2024**

Virtual Hearing

Name of Registrant:	Denise Michelle Naylor
NMC PIN	91C0137E
Part(s) of the register:	RNMH, Registered Nurse – Mental Health 26 March 1994
Relevant Location:	Cheshire
Panel members:	Maureen Gunn (Chair, registrant member) Neil Calvert (Lay member) Stephanie Hayle (Lay member)
Legal Assessor:	Megan Ashworth
Hearings Coordinator:	Yewande Oluwalana
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Miss Naylor:	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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, this can be through an agency in a single placement of not less than 6 months.
2. You must confine your nursing practice to an inpatient, residential setting or office base. You must not work in a community setting or from home.
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are supervised at any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
5. You must meet with your line manager, mentor or supervisor (or nominated deputy) fortnightly to discuss your performance in the following areas:
 - Record keeping.
 - Safeguarding.
 - Risk assessment.
 - Care planning.

6. You must send your case officer a report from your line manager, mentor or supervisor (or nominated deputy) before any review hearing. This report must comment on the following:
 - Record keeping.
 - Safeguarding.
 - Risk assessment.
 - Care planning.

7. 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.

8. 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.

9. 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.

10. You must tell the NMC, 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.
11. You must allow the NMC 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.

Unless Miss Naylor'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 Naylor 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.

The NMC Case Examiners have decided that there is a case to answer in relation to the allegations made against Miss Naylor and have recommended undertakings. The NMC are awaiting Miss Naylor's response.

This will be confirmed to Miss Naylor in writing.

That concludes this determination.