

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 27 March 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Cecily Alfred Paul</b>
<b>NMC PIN</b>	14L0043O
<b>Part(s) of the register:</b>	Registered Nurse – Children RN8 – 16 December 2014
<b>Relevant Location:</b>	Hampshire
<b>Panel members:</b>	Rama Krishnan (Chair, Lay member) Sue Gwyn (Registrant member) Julian Graville (Lay member)
<b>Legal Assessor:</b>	Marian Killan
<b>Hearings Coordinator:</b>	Hamizah Sukiman
<b>Nursing and Midwifery Council:</b>	Represented by Artis Kakonge, Case Presenter
<b>Mrs Paul:</b>	Not present and unrepresented at this hearing
<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 confirmed</b>

## 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 not work in a leadership or managerial role.
2. You must ensure that you are supervised by your line manager, mentor or supervisor any time you are working. Your supervision must consist of:
  - a) Working at all times on the same shift, but not always directly observed by a registered nurse.
  - b) Monthly meetings to discuss your work performance.
3. You must obtain a report from your line manager prior to any review. Each report must contain details of your:
  - a) Monthly meetings and work performance

You must send your case officer the report prior to any future review.

4. [PRIVATE].
5. 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.

6. 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.
  
7. 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.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
  
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:
  - 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 Mrs Paul'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, Mrs Paul 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 Mrs Paul. The NMC will write to Mrs Paul when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Paul in writing.

That concludes this determination.