

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 13 March 2024**

Virtual Hearing

Name of Registrant:	Emma Peniket
NMC PIN	11H1287E
Part(s) of the register:	Registered Nurse (Sub Part 1) Learning Disabilities - 20 September 2011
Relevant Location:	Worcestershire
Panel members:	Michael McCulley (Chair, lay member) Sarah Hewetson-Grubb (Registrant member) Sandra Norburn (Lay member)
Legal Assessor:	Graeme Henderson
Hearings Coordinator:	Flynn Cammock-Nicholls
Nursing and Midwifery Council:	Represented by Alexander Findley, Case Presenter
Mrs Peniket:	Not present and not represented 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 was of the view that the public would remain suitably protected by the implementation of the following unchanged conditions:

'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 which must not be an agency.
2. You must not work bank shifts other than in the area which you are employed to work.
3. You must not be nurse in charge of any shift at any time.
4. You must ensure you are directly supervised by a registered nurse whilst:
 - a) Administering medication; and
 - b) Managing medicationuntil assessed by your supervisor as competent to do so unsupervised.
5. You must have monthly meetings with your line manager or supervisor to discuss your ongoing development and progress with regard to:
 - a) Administering medication.
 - b) Managing medication.

This must include a review of your medication recording charts, and a report of your progress must be submitted to the NMC ahead of the next review hearing.

6. 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.

7. 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.

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.

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.

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Peniket'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 Peniket 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.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Peniket's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Peniket. The NMC will write to her when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Peniket in writing.

That concludes this determination.