

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 7 March 2024**

Virtual Meeting

Name of Registrant:	Ebony April Brown Warren
NMC PIN	15C2069E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – (September 2018)
Relevant Location:	Lancashire
Panel members:	Nariane Chantler (Chair, Registrant member) Carolyn Jenkinson (Registrant member) David Brown (Lay member)
Hearings Coordinator:	Nicola Nicolaou
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 restrict your nursing practice to one substantive employer and you must not undertake any agency work.
2. You must not be the sole nurse on a shift or the nurse in charge on a shift.
3. When working as a registered nurse you must ensure that you are directly supervised by another registered nurse, at any time you are administering and recording medication, until you are signed off as competent by another registered nurse.
4. You must meet with your line manager or supervisor on a monthly basis to discuss your performance in relation to:
 - Medication management
 - Medication administration
 - Record keeping
 - Mandatory training and completion of competencies.
5. You must provide a report from your line manager or supervisor to the NMC prior to any review hearing that discusses your performance in relation to:
 - Medication management
 - Medication administration
 - Record keeping
 - Mandatory training and completion of competencies.

6. 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.

7. 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.

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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the order at this meeting and Miss Warren will be notified of that panel's decision in writing following that meeting.

Alternatively, Miss Warren is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Miss Warren will be able to attend and make

representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Miss Warren must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Miss Warren does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Miss Warren and her representative will be invited to attend.

This decision will be confirmed to Miss Warren in writing.

That concludes this determination.