

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

**Interim Order Review Hearing
Friday, 12 April 2024**

Virtual Hearing

Name of Registrant:	Nicola Limby
NMC PIN	16K0754E
Part(s) of the register:	Registered Nurse - Learning Disabilities RNLD (November 2017)
Relevant Location:	Warrington
Panel members:	Avril O'Meara (Chair, Lay member) Sarah Freeman (Registrant member) Colin Sturgeon (Lay member)
Legal Assessor:	Richard Tyson
Hearings Coordinator:	Clara Federizo
Nursing and Midwifery Council:	Represented by Hena Patel, Case Presenter
Mrs Limby:	Not present and unrepresented at this hearing
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 limit your nursing practice to Pinetum Care Home, Chester.
2. You must ensure that you are supervised by another registered nurse 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.
3. You must attend monthly meetings with your line manager to discuss your conduct in the workplace regarding the following:
 - a) Dealing with challenging behaviour.
 - b) Patient communication.
 - c) Communicating appropriately with colleagues.
4. You must send your NMC case officer a report from your line manager prior to any NMC hearing that details your progress regarding:
 - a) Dealing with challenging behaviour.
 - b) Patient communication.
 - c) Communicating appropriately with colleagues.
5. 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.
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 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.
8. You must tell your NMC 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 NMC case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
- a) Your line manager.
 - b) Any current or future employer.
 - c) Any educational establishment.
 - d) Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Mrs Limby'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 Limby's 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 Limby. The NMC will keep her informed of developments in relation to that issue.

This will be confirmed to Mrs Limby in writing.

That concludes this determination.