

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 27 August 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Melanie Jane Dixon</b>
<b>NMC PIN</b>	99G0015E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Mental Health Nurse (Level 1) – September 2001
<b>Panel members:</b>	Jill Wells (Chair, lay member) Marianne Scott (Registrant member) Howard Millington (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Clara Federizo
<b>Nursing and Midwifery Council:</b>	Represented by Luna Spada, Case Presenter
<b>Miss Dixon:</b>	Present and represented by Lucy Chapman, instructed by the Royal College of Nursing (RCN)
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel 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 South London and Maudsley NHS Foundation Trust.
2. You must engage with and follow your employer's plan for your return to work.
3. You must not be the nurse in charge of any shifts that involve clinical care.
4. You must ensure that you are supervised by another registered nurse any time you are working in a clinical care setting. This supervision must consist of working at all times on the same shift, but not always directly observed by another registered nurse.
5. You must have fortnightly meetings with your line manager, mentor, or supervisor to discuss:
  - a) Your compliance with these conditions;
  - b) Your workload;
  - c) Your general performance; and
  - d) [PRIVATE]

6. You must obtain and send to your NMC Case Officer a report on the meetings with your line manager, mentor, or supervisor prior to any review of this order commenting on:

- a) Your compliance with these conditions;
- b) Your workload;
- c) Your general performance; and
- d) [PRIVATE]

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

11. [PRIVATE]

12. [PRIVATE]

13. You must keep the NMC informed about your current work situation by telling your case officer within seven days of leaving your employment.

14. 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.

15. You must immediately give a copy of these conditions to:

- a) Your employer.
- b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

16. 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.

17. 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) Your current employer.
- b) Any educational establishment.
- c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

The panel decided to continue the interim conditions of practice order as varied and it will run for the remainder of the current interim order.

Unless your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.