

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

**Interim Order Review Hearing
Wednesday, 21 August 2024**

Virtual Hearing

Name of Registrant:	Maxine Farley
NMC PIN:	16G2620E
Part(s) of the register:	Registered Nurse - Sub part 1 RNLD: Learning disabilities nurse, level 1 (2 October 2018)
Panel members:	Anthony Griffin (Chair, Lay member) Melanie Swinnerton (Lay member) Jane Jones (Registrant member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Khatra Ibrahim
Nursing and Midwifery Council:	Represented by Ed Carey, Case Presenter
Miss Farley:	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. [PRIVATE]
2. You must limit your nursing practice to a single substantive employer. You must not engage in agency or bank work.
3. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
 - a) Direct supervision when managing or administering medication.
 - b) Working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must meet with your line manager, mentor or supervisor at least every fortnight to discuss your clinical practice, with particular regard to:
 - a) Medicines management and administration
 - b) Patient observations
 - c) Your general clinical practice
5. Before any review hearing, you must provide the NMC a report from your line manager, mentor or supervisor discussing the standard of your performance in the following areas:
 - a) Medicines management and administration
 - b) Patient observations
 - c) Your general clinical practice

6. [PRIVATE]

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

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

Unless Miss Farley'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, Miss Farley 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 Miss Farley. The NMC will keep Miss Farley informed of developments in relation to that issue.

This will be confirmed to registrant in writing.

That concludes this determination.