

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 14 August 2024**

Virtual Hearing

**Name of Registrant:** Louise Jane Pile

**NMC PIN:** 94J1831E

**Part(s) of the register:** Registered Nurse – Adult – October 1997  
Community Practitioner Nurse Prescriber  
V100 – June 2002  
Registered Specialist Comm Public Health  
Nurse – August 2002

**Relevant Location:** Taunton

**Panel members:** Christopher Taylor (Chair, Registrant  
member)  
Helen Hughes (Registrant member)  
Danielle Sherman (Lay member)

**Legal Assessor:** Richard Ferry-Swainson

**Hearings Coordinator:** Maya Khan

**Nursing and Midwifery Council:** Represented by Jonathan Swain, Case  
Presenter

**Ms Pile:** Present and represented by Lucy Chapman,  
instructed by the Royal College of Nursing  
(RCN)

**Interim order directed:** **Interim conditions of practice order (18  
months)**

## **Decision and reasons on interim order**

The panel decided to make an interim conditions of practice order for 18 months.

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 which must not be agency.
2. You must be directly supervised any time you are administering medication until you are formally assessed and deemed competent to do so independently by another registered nurse. You must send evidence of this assessment to your NMC case officer within 7 days of completion.
3. You must ensure you are supervised 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.
4. You must meet with line manager, mentor or supervisor on a fortnightly basis to discuss your conduct and clinical performance in relation to the following areas:
  - a. Medication management and administration
  - b. Documentation and record keeping
  - c. Communication
  - d. Scope of professional practice
  - e. General conduct and performance in the workplace
5. You must provide a report from your clinical line manager, mentor or supervisor to the NMC prior to any review hearing on your general conduct and clinical performance and specifically in relation to the areas listed in condition 4.
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. [PRIVATE]

8. [PRIVATE]

9. 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).

10. 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.

11. 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 other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to impose the interim conditions of practice order for a period of 18 months as the NMC's investigation is at an early stage.

Unless your case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at this meeting, and you will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, the panel will review the interim order at a hearing which you will be invited to attend in person, send a representative on your behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order, or it may replace it 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.

That concludes this determination.

This decision will be confirmed to you in writing.