

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

**Interim Order Review Hearing
Wednesday 18 December 2024**

Virtual Hearing

Name of registrant:	Cheanne Chantanie Bailey
NMC PIN:	22G0489E
Part(s) of the register:	Registered Nurse – Sub Part 1 Children Nursing – 19 October 2022
Relevant Location:	Portsmouth
Panel members:	John Kelly (Chair, Lay member) Bernadette Nipper (Registrant member) Joanne Stewart (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Zainab Mohamed, Case Presenter
Miss Bailey:	Not present and not represented at the hearing in person
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. Your nursing practice must be limited to one substantive employer. This must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must not work more than 37.5 hours per week.
4. You must not work night shifts.
5. You must ensure that you are directly supervised any time you are working. Your supervision must consist of working at all times while being directly observed by another registered nurse until you are formally assessed and certified competent in:
 - Administration and management of medication;
 - Management of IV cannulas;
 - Management of Diabetes;
 - Escalation of unwell patients;
 - Fluids management;
 - Discharge planning;
 - Maintaining a safe environment;
 - Communication and teamwork;
 - Clinical observations and NEWS; and

- Use of IV equipment.

You must send evidence of successful completion of training in the above areas to your NMC case officer within 7 days of completion.

6. Once certified competent in all of the above areas in condition 5, you must be indirectly supervised at all times. Such supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
7. You must work with line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the following areas of concern:
 - Administration and management of medication;
 - Management of IV cannulas;
 - Management of Diabetes;
 - Escalation of unwell patients;
 - Fluids management;
 - Discharge planning;
 - Maintaining a safe environment;
 - Communication and teamwork;
 - Clinical observations and NEWS; and
 - Use of IV equipment.

You must provide a copy of your PDP to your NMC case officer prior to any review hearing.

8. You meet with your line manager, mentor or supervisor on a weekly basis to discuss your engagement with your PDP and your performance in the following areas:
 - Administration and management of medication;
 - Management of IV cannulas;

- Management of Diabetes;
- Escalation of unwell patients;
- Fluids management;
- Discharge planning;
- Maintaining a safe environment;
- Communication and teamwork;
- Clinical observations and NEWS; and
- Use of IV equipment.

9. You must send a report from your line manager, mentor or supervisor commenting your performance and on your adherence to your PDP in the areas of concern listed in conditions 7 and 8 above to your NMC case officer prior to any review hearing.

10. You must keep the NMC informed about anywhere you are working by:

- a) Telling your NMC 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 NMC 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 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.
14. 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) 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 Miss Bailey'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 Bailey 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 Bailey. The NMC will keep Miss Bailey informed of developments in relation to that issue.

This decision will be confirmed to Miss Bailey in writing.

That concludes this determination.