

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

**Interim Order Review Hearing
Monday, 9 December 2024**

Virtual Hearing

Name of Registrant:	Ema Emanuela Macinoi
NMC PIN	15L0084C
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 01 December 2015
Relevant Location:	Wolverhampton
Panel members:	Rachel Ellis (Chair, Lay member) Jane Colbourne (Registrant member) Michael Glickman (Lay member)
Legal Assessor:	Michael Bell
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Stephen Page, Case Presenter
Ms Macinoi:	Not present and not represented at the hearing
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 determined that the following interim conditions remain necessary and proportionate:

'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 registered nursing practice to one substantive employer and if this is an agency, it must be Omni Healthcare.
2. You must not be the sole nurse on shift.
3. You must meet with your line manager, supervisor, or mentor, who must be a registered nurse, every month to discuss your clinical performance and conduct including medicines administration and record keeping.
4. You must provide a report from your line manager, supervisor, or mentor, who must be a registered nurse, addressing the matters in condition 3 to your NMC case officer prior to your review hearings.
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 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 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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

The panel wish to make it clear to Ms Macinoi that although it has decided that an interim conditions of practice order is sufficient to mitigate the risks at this time, previous panels have made it clear that the person who meets with her monthly and produces a written report addressing the concerns in condition 3 must be a registered nurse and the panel must have confirmation of that person being a registered nurse. These requirements should therefore be properly evidence for any future review.

Unless Ms Macinoi'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, Ms Macinoi or the 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Ms Macinoi's case officer will write to her about this in due course.

The NMC will write to Ms Macinoi when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Macinoi in writing.

That concludes this determination.