

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

**Interim Order Review Hearing  
Tuesday 23 July 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Miss Cheryl Ann Newbury
<b>NMC PIN</b>	08F1154E
<b>Part(s) of the register:</b>	RNMH: Mental health nurse, level 1 (01 September 2008)
<b>Relevant Location:</b>	Bristol
<b>Panel members:</b>	Elliott Kenton (Chair, Lay member) Sharon Haggerty (Registrant member) Bernie Nipper (Registrant member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Anya Sharma
<b>Nursing and Midwifery Council:</b>	Represented by Amy Taylor, Case Presenter
<b>Miss Newbury:</b>	Not present and initially unrepresented, but then represented by Andrew Campbell, Thompsons Solicitors
<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 confirmed</b>

## 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. You must meet with your line manager, supervisor or mentor every 4 weeks to discuss your practice in relation to:
  - a) patient centred care, to include communication with individuals with additional needs;
  - b) individual care planning;
  - c) accurate record keeping;
  - d) clinical decision making;
  - e) clinical leadership; and
  - f) data security and confidentiality
  
2. You must provide a report to the NMC before any review hearing. This must report on your practice in relation to:
  - a) patient centred care, to include communication with individuals with additional needs;
  - b) individual care planning;
  - c) accurate record keeping;
  - d) clinical decision making;
  - e) clinical leadership; and
  - f) data security and confidentiality
  
3. 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.
4. 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.
5. 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.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
6. 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.'
7. 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

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

This will be confirmed to Miss Newbury in writing.

That concludes this determination.