

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 21 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Joyce Shingai Bare</b>
<b>NMC PIN</b>	12C1155E
<b>Part(s) of the register:</b>	Registered Nurse Adult – December 212
<b>Relevant Location:</b>	Leeds
<b>Panel members:</b>	Jill Wells (Chair, Lay member) Debbie Holroyd (Registrant member) Tom Manson (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Yasmina Di Gesualdo
<b>Nursing and Midwifery Council:</b>	Represented by Fiona Williams, Case Presenter
<b>Ms Bare:</b>	Not present and not represented at the hearing
<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 make an interim conditions of practice order for a period of 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 only work for a single employer. If the employer is an agency, this must be for a single placement of at least 6 months duration.*
2. *You must not work night shifts.*
3. *You must not be the nurse in charge of any shift.*
4. *You must not administer medications unless directly supervised by another registered nurse, until you are formally assessed as competent by another registered nurse. Evidence of your competency assessment should be sent to your NMC case officer within 7 days of completion.*
5. *You must ensure that 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.*
  - *Monthly meetings with your line manager, supervisor or mentor to discuss your performance with regard to:*
    - *Pain management*
    - *Record keeping*

- *Escalating concerns*
  - *Communicating with patients*
6. *Prior to any review you must send to your NMC case officer a report from your line manager, mentor or supervisor commenting on your compliance with these conditions and on the content of your discussions with your supervisor and your progress in relation to the following areas:*
- *Pain management*
  - *Record keeping*
  - *Escalating concerns*
  - *Communicating with patients*
7. *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.*
8. *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.*
9. *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.*

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 educational establishment.*

c) *Any other person(s) involved in your retraining and/or supervision required by these conditions'*

The panel decided to make this interim order for a period of 18 months because of the complexity of the case and to allow the NMC adequate time to conclude their investigation. The panel also considered that there may be a future third party referral.

Unless Ms Bare'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 Bare 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 order, or vary any condition of it, or it may replace the interim conditions of practice order 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 Ms Bare. The NMC will write to Ms Bare when the case is ready for the next stage of the fitness to practise process.

This decision will be confirmed to Ms Bare in writing.

That concludes this determination.