

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 10 June 2024**

Virtual Hearing

Name of Registrant:	Rachel Jane Pearson
NMC PIN	00J1843E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 20 October 2003
Relevant Location:	East Cheshire
Panel members:	Kiran Gill (Chair, lay member) John Anderson (Lay member) Aileen Cherry (Registrant member)
Legal Assessor:	Richard Ferry-Swainson
Hearings Coordinator:	Khatra Ibrahim
Nursing and Midwifery Council:	Represented by Ben Edwards, Case Presenter
Ms Pearson:	Not Present and unrepresented, at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel has determined that the following conditions are proportionate and appropriate:

The panel was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

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 nursing practice to one substantive employer. If the substantive employer is an agency, you are restricted to accepting single placements of no less than 3 months in one clinical area.
2. You must not be the registered nurse in charge or be the sole registered nurse on any shift.
3. You must ensure that you are supervised at all times, working on the same shift as, but not always directly observed by another registered nurse any time you are working.
4. You must meet weekly with your line manager, supervisor or mentor to discuss your clinical caseload and [PRIVATE]
5. You must provide a report to your NMC case officer from your line manager, supervisor or mentor prior to each review confirming compliance with these conditions and progress in your practice.

6. You must not carry out medication administration until you have been assessed as competent to do so by another registered nurse. You must send a copy of this assessment to your NMC case officer within two weeks of its completion.
7. [PRIVATE]
8. 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.
 - d) [PRIVATE];
 - e) [PRIVATE]
9. [PRIVATE]
10. [PRIVATE]
11. [PRIVATE]
12. You must tell your NMC case officer, within seven days of you becoming aware of:
 - a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.
13. You must keep us 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.
14. You must keep us 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.

15. 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) [PRIVATE];
- b) [PRIVATE];
- c) [PRIVATE];
- d) Your current or future employer;
- e) Any educational establishment;
- f) Any other person(s) involved in your retraining and/or supervision required by these conditions.

16. [PRIVATE]

The panel decided to vary and confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Ms Pearson'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 Pearson 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Ms Pearson. The NMC will write to Ms Pearson when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Pearson in writing.

That concludes this determination.