

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 18 June 2024**

Virtual Hearing

Name of Registrant:	Anu Thomas
NMC PIN	23E1702O
Part(s) of the register:	Registered Nurse Sub Part 1 – Adult Nursing (Level 1) 19 May 2023
Relevant Location:	Plymouth Liz Maxey (Chair, registrant member) Jane Hughes (Registrant member) Mandy Kilpatrick (Lay member)
Legal Assessor:	Michael Hosford-Tanner
Hearings Coordinator:	Tyrena Agyemang
Nursing and Midwifery Council:	Represented by James Wilson, Case Presenter
(Mrs Thomas):	Not present and unrepresented in the 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:

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 practice to a single substantive employer, which must not be an agency, and which must provide you with a formal preceptorship programme or an equivalent.
2. You must send evidence of successful completion of your preceptorship programme or equivalent within 14 days of completion to the NMC.
3. You must not practise without direct supervision. This means working at all times, while being directly observed by a Registered Nurse, until assessed by a Registered Nurse of Band 6 or above as competent to work without direct supervision.
4. If and when you are working as a registered nurse, you must meet fortnightly with your line manager /mentor/supervisor to undertake reflective discussions regarding your practice, including:
 - a) Medications practice
 - b) Recognition and escalation of a deteriorating patient
 - c) Manual handling
 - d) Handover
 - e) Patient observations
 - f) Communication

5. If and when you are working as a registered nurse, you must send a report from your line manager/mentor/supervisor to the NMC prior to any review hearing of your progress regarding your practice, including:
 - a) Medications practice
 - b) Recognition and escalation of a deteriorating patient
 - c) Manual handling
 - d) Handover
 - e) Patient observations
 - f) Communication

6. 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.

7. 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.

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.

9. 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.

10. 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 Mrs Thomas' 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, Mrs Thomas 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 Mrs Thomas. The NMC will write to Mrs Thomas when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Thomas in writing.

That concludes this determination.