

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 13 March 2024**

Virtual Hearing

Name of Registrant:	Lucy Pollard
NMC PIN	17K0608E
Part(s) of the register:	Registered Nurse – Sub part 1 Learning Disabilities Nursing – level 1 – 19 March 2018
Relevant Location:	Essex
Panel members:	Gary Tanner (Chair, Lay member) Helen Hughes (Registrant member) Dee Rogers (Lay member)
Legal Assessor:	Richard Tyson
Hearings Coordinator:	John Kennedy
Nursing and Midwifery Council:	Represented by Ben D’Alton, Case Presenter
Miss Pollard:	Present and unrepresented
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

Therefore the panel decided to replace the current interim suspension order with an interim conditions of practice order. As such it determined that the following conditions were 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 nursing practice to:
 - a) a single substantive employer; and/or
 - b) your self-employed aesthetics practice.You cannot be employed by an agency.

2. Where you are engaged in medicines administration, management, and documentation, including prescription only medicines for the purposes of aesthetics, this must be under direct supervision until such time as you have been formally assessed as meeting the requirements by another registered nurse, or other registered medical practitioner.

3. If employed under condition 1. A) you must adhere to the following:
 - a) Having been formally assessed on medicines administration, management, and documentation, you must send a copy of this assessment to the NMC within seven days of the sign off date.
 - b) You must have fortnightly formal meetings with your supervisor, mentor, or line manager to discuss your progress

in relation to meeting the required standards of medicines administration, management, and documentation. These meetings should include discussions of any clinical incidents and near misses.

- c) You must obtain a report which covers all of the matters set out in condition 3.b) from your line manager, supervisor, or mentor and send it to your case officer prior to any interim order review.
4. If working under condition 1. B) you must adhere to the following:
- a) Having been formally assessed on medicines administration, management, and documentation for the purposes of aesthetics, you must send a copy of this assessment to the NMC within seven days of the sign off date.
 - b) You must keep a record of all medication supervisions and send this record to the NMC before any review.
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 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.

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 that this interim conditions of practice shall run for the remainder of the order.

Unless your 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, you 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, a 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 panel at an administrative meeting. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.