

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 28 May 2024**

Virtual Hearing

Name of Registrant:	Julia Anne Greenslade
NMC PIN	95F0062E
Part(s) of the register:	Registered Nurse Sub Part 1 Adult Nursing - Level 1 - March 1999
Relevant Location:	Surrey and Sussex
Panel members:	Sarah Tozzi (Chair, Lay member) Siobhan Ebdon (Registrant member) Ian Hanson (Lay member)
Legal Assessor:	Neil Fielding
Hearings Coordinator:	John Kennedy
Nursing and Midwifery Council:	Represented by Rob Benzynie, Case Presenter
Ms Greenslade:	Not present and represented by written submissions from Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the confirmation of the following 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, this can be a placement obtained via an agency but must not be less than three months in duration.*
2. *You must not be the nurse in charge.*
3. *You must not manage and administer medication without direct supervision until assessed and deemed competent to do so by a registered nurse. Your assessment must include at least 10 directly supervised medication rounds. A copy of your assessment must be sent to your NMC case officer within seven days of completion.*
4. *You must meet fortnightly with your line manager, supervisor or mentor, who must be a registered nurse, to discuss your progress and performance in relation to:*
 - a) *Medication management and administration*
 - b) *[PRIVATE]*
 - c) *Your ability to identify and manage effectively a deteriorating patient.*

5. *Prior to any review, you must obtain and send to your NMC case officer a report from your line manager, supervisor or mentor, who must be a registered nurse, outlining your progress and performance with specific reference to:*
 - a) *Medication management and administration*
 - b) *[PRIVATE]*
 - c) *Your ability to identify and manage effectively a deteriorating patient.*

6. *[PRIVATE]*

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 NMC 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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Ms Greenslade'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 Greenslade 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 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 reviewing panel at an administrative meeting. Ms Greenslade's case officer will write to her 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 Ms Greenslade. The NMC will write to Ms Greenslade when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Greenslade in writing.

That concludes this determination.