

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 15 May 2024**

Virtual Hearing

Name of Registrant:	Olivia Phillips
NMC PIN:	18E0233E
Part(s) of the register:	Registered Nurse - Adult RNA September 2019
Relevant Location:	Cumberland
Panel members:	Rama Krishnan (Chair, lay member) Elizabeth Williamson (Registrant member) Louise Geldart (Lay member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Brenda Eze
Nursing and Midwifery Council:	Represented by Arran Dowling Hussey, Case Presenter
Miss Phillips:	Present and unrepresented at the hearing
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 nursing practice to one substantive employer.
This must not be an agency or include bank work.
2. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
 - a) Direct supervision by another registered nurse when undertaking patient assessment, until you have been deemed competent to do so independently by a Registered Nurse
 - b) Indirect supervision at all other times, working on the same shift as, but not always directly observed by, another Registered Nurse.
3. You must ensure you meet with your line manager, supervisor and/or mentor at least once every four weeks to discuss your performance in relation to:
 - a) Undertaking patient assessments
 - b) Record keeping
4. You must provide a report before any review hearing to the NMC from your line manager, supervisor and/or mentor commenting on your performance in relation to:

- a) Undertaking patient assessments
 - b) Record keeping.
5. You must provide evidence to the NMC once you have been deemed competent to undertake patient assessments independently before the next review hearing.
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.

The panel decided to make this interim order for a period of 18 months to allow time for the NMC to complete their investigations which is at an early stage.

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 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 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.