

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Friday, 11 October 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Rebecca Jade Howard
<b>NMC PIN</b>	2011107E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Mental Health Nursing (Level 1) – 1 April 2021
<b>Relevant Location:</b>	Suffolk
<b>Panel members:</b>	Mary Idowu (Chair, Lay member) Purushotham Kamath (Registrant member) Ray Salmon (Lay member)
<b>Legal Assessor:</b>	Andrew Granville-Stafford
<b>Hearings Coordinator:</b>	Sabrina Khan
<b>Nursing and Midwifery Council:</b>	Represented by Alastair Kennedy, Case Presenter
<b>Miss Howard:</b>	Not present and unrepresented at this hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## **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; the public interest served; and Miss Howard's own interest by the implementation 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. If that employer is an agency, then any placement should be for at least three months in one ward or single clinical setting.*
- 2. You must not be the sole nurse on duty.*
- 3. You must not be the nurse in charge of any shift.*
- 4. You must meet every month with your line manager, mentor or supervisor (or their nominated deputy) to discuss your clinical practice in relation to:*
  - Your management and administration of medication*
  - Your management of a deteriorating patient*
  - Record keeping*
  - Patient observations*
  - Communication skills.*

5. *You must send a report from your line manager, mentor, or supervisor (or their nominated deputy) setting out the standard of your performance to the NMC prior to any review regarding:*
  - *Your management and administration of medication*
  - *Your management of a deteriorating patient*
  - *Record keeping*
  - *Patient observations*
  - *Communication skills*
  
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 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.*

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 Miss Howard'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, Miss Howard 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. Miss Howard's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Howard. The NMC will keep Miss Howard informed of developments in relation to that issue.

This will be confirmed to Miss Howard in writing.

That concludes this determination.