

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 29 October 2024**

Virtual Hearing

Name of Registrant:	Lucy Nodding
NMC PIN	22H3541E
Part(s) of the register:	Registered Nurse RNC – September 2022
Relevant Location:	Newcastle
Panel members:	Michael McCulley (Chair, Lay member) Carole Panteli (Registrant member) Linda Hawkins (Lay member)
Legal Assessor:	Emma Boothroyd
Hearings Coordinator:	Audrey Chikosha
Nursing and Midwifery Council:	Represented by Jenniffer Morris, Case Presenter
Miss Nodding:	Present and represented by Lucy Chapman, instructed by the Royal College of Nursing (RCN)
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 restrict your nursing practice to one substantive employer. This must not be an agency.
2. You must not be the sole registered nurse in charge of a shift or be the only registered nurse on duty on any shift
3. You must be directly supervised when administering medication until you are assessed and signed off as competent by another registered nurse
4. When you are formally assessed and signed off as competent to administer medication, evidence of this must be sent to the NMC within 7 days.
5. You must be directly supervised when completing clinical observations until you are assessed and signed off as competent by another registered nurse
6. When you are formally assessed and signed off as competent to complete clinical observations, evidence of this must be sent to NMC within 7 days.

7. You must meet with your line manager/ supervisor/ mentor every two weeks to discuss your progress and clinical performance in the following areas:
 - a) Medicines administration
 - b) Clinical observations
 - c) Clinical Record Keeping
 - d) Clinical Handover
 - e) Escalation of a deteriorating patient
 - f) Communication with patients, families and colleagues

8. You must obtain a report from line manager/ supervisor/ mentor before any NMC review hearing or meeting. The report must comment on your progress and clinical performance in the following areas:
 - a) Medicines administration
 - b) Clinical observations
 - c) Clinical Record Keeping
 - d) Clinical Handover
 - e) Escalation of a deteriorating patient
 - f) Communication with patients, families and colleagues

9. [PRIVATE]

10. [PRIVATE]

11. [PRIVATE]

12. [PRIVATE]

13. 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.
14. 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.
15. 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.
16. 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.
17. 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 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 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 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.