

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

**Interim Order Review Hearing
Wednesday, 2 October 2024**

Virtual Hearing

Name of Registrant:	Natalie Simmons
NMC PIN	12G2430E
Part(s) of the register:	Registered Nurse – Adult Nursing RNA – (22 September 2012)
Relevant Location:	Portsmouth
Panel members:	Mark Gower (Chair, Lay member) Sally Shearer (Registrant member) Gary Trundell (Lay member)
Legal Assessor:	Megan Ashworth
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Miss Simmons:	Not present and not represented at the hearing
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 continuation 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. Your practice as a registered nurse must be confined to one substantive employer which must not be an agency.
2. You must not handle or administer medication at any time unless under the direct supervision of another registered nurse.
3. Any time you are working as a theatre nurse you must only do so under the direct supervision of another registered nurse or an operating department practitioner.
4. If you are working in any other role as a registered nurse, you must be indirectly supervised. Indirect supervision consists of working at all times on the same shift as, but not always directly observed by another registered nurse who is present on the same ward or unit that you are working on.
5. Immediately from the commencement of employment, you must have weekly meetings with your line manager to discuss your conduct, performance, and compliance with these conditions.
6. You must provide a report to the Nursing and Midwifery Council (NMC) from your line manager, mentor, or supervisor before any

review of this order commenting on your conduct performance, and compliance with these conditions.

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 keep us 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.

9. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) 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 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 educational establishment.
 - b) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Miss Simmons'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 Simmons 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, 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 Simmons'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 Simmons. The NMC will keep Miss Simmons informed of developments in relation to that issue.

This will be confirmed to Miss Simmons in writing.

That concludes this determination.