

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 19 September 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Raquel Doria Bolano</b>
<b>NMC PIN</b>	03A03600
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – January 2003
<b>Relevant Location:</b>	Norfolk
<b>Panel members:</b>	Ingrid Lee (Chair, Lay member) Vikki Crickmore (Registrant member) David Brown (Lay member)
<b>Legal Assessor:</b>	Ruth Mann
<b>Hearings Coordinator:</b>	Clara Federizo
<b>Nursing and Midwifery Council:</b>	Represented by Anna Rubbi, Case Presenter
<b>Ms Bolano:</b>	Not present and unrepresented
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## 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 practice to one substantive employer, which must not be an agency.
2. You must be directly supervised by another registered nurse in relation to:
  - medication administration
  - admission and discharge of patients

until assessed and deemed competent to do so without supervision.  
A copy of your completed assessments must be sent to your NMC case officer within seven days of completion.

3. In relation to all other areas of your practice, you must ensure that you are indirectly supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must meet every two weeks with your line manager, mentor or supervisor to discuss your performance in relation to:

- Medicines administration and management
  - Record keeping
  - Patient handover
  - Escalation of a deteriorating patient
  - Admission and discharge procedures
  - Patient observations
  - ECG procedures
  - Prioritising tasks and managing workload.
5. You must send the NMC a report prior to any review hearing or meeting from your line manager, mentor or supervisor regarding your performance and progress in relation to:
- Medicines administration and management
  - Record keeping
  - Patient handover
  - Escalation of a deteriorating patient
  - Admission and discharge procedures
  - Patient observations
  - ECG procedures
  - Prioritising tasks and managing workload
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 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.
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 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 Ms Bolano'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 Bolano 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 Ms Bolano. The NMC will write to Ms Bolano when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Bolano in writing.

That concludes this determination.