

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

**Interim Order Review Hearing
Wednesday, 11 September 2024**

Virtual Hearing

Name of Registrant:	Alison Jane Rogers
NMC PIN	89K0022E
Part(s) of the register:	Registered Nurse - Adult RN1 (January 1993)
Relevant Location:	Staffordshire
Panel members:	Des McMorrow (Chair, registrant member) Jenny Childs (Registrant member) Jayanti Durai (Lay member)
Legal Assessor:	Ashraf Khan
Hearings Coordinator:	Khatra Ibrahim
Nursing and Midwifery Council:	Represented by Wafa Shah, Case Presenter
Ms Rogers:	Not present and unrepresented at this 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 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, which must not be an agency.
2. You must not be the nurse in charge or sole nurse on duty during any shift.
3. 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 with your line manager, mentor, or supervisor (or their nominated deputy) monthly to discuss your conduct and performance.
5. You must send a report to the NMC before any review hearing or meeting from your line manager, mentor, or supervisor (or their nominated deputy) commenting on your conduct and performance.
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.

Unless Ms Rogers' 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 Rogers 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.

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

This will be confirmed to Ms Rogers in writing.

That concludes this determination.