

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday 8 April 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Lena Anne-Marie Brown</b>
<b>NMC PIN:</b>	18A1387E
<b>Part(s) of the register:</b>	Registered Nurse – Adult (2018)
<b>Relevant Location:</b>	West Midlands
<b>Panel members:</b>	Liz Maxey (Chair, Registrant member) Elaine Bowden (Registrant member) Elaine Weinbren (Lay member)
<b>Legal Assessor:</b>	Marian Killen
<b>Hearings Coordinator:</b>	Rebecka Selva
<b>Nursing and Midwifery Council:</b>	Represented by Ruhena Parker, Case Presenter
<b>Mrs Brown:</b>	Not present and not represented
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 work for one substantive employer only and must not carry out any agency or bank work.
2. You must not work as the registered nurse in charge during any shift.
3. You must be directly supervised whilst administering and managing medication until you have been assessed and signed off as competent to do so independently by a registered nurse equivalent to band 6 or above. You must provide the NMC with evidence of successful completion within seven days of completion.
4. At all other times you must be indirectly supervised. Such supervision should consist of working on the same shift as, but not always directly observed by, another registered nurse.
5. You must meet fortnightly with your line manager or supervisor to discuss your medication management and administration, handovers, discharge planning, workload prioritisation and incident reporting.
6. You must provide the NMC with a report from your line manager or supervisor in respect of your medication management and

administration, handovers, discharge planning, workload prioritisation and incident reporting, prior to any review of this order.

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 Mrs Brown'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, Mrs Brown 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 Mrs Brown. The NMC will write to Mrs Brown when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Brown in writing.

That concludes this determination.