

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday 27 February 2025**

Virtual Hearing

Name of Registrant:	Rajeena Davidson
NMC PIN	18L0265O
Part(s) of the register:	Registered Nurse Adult – RN1 – December 2018
Relevant Location:	England, Manchester
Panel members:	Angela Williams (Chair, Lay member) Sarah Hewetson-Grubb (Registrant member) Stephanie Hayle (Lay member)
Legal Assessor:	Barrie Searle
Hearings Coordinator:	Hazel Ahmet
Nursing and Midwifery Council:	Represented by Stephen Earnshaw, Case Presenter
Ms Davidson:	Not present and not represented at the hearing
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 limit your practice to one substantive employer which must be Manchester University NHS Foundation Trust.
2. You must not be the sole nurse in charge, or the sole nurse on duty.
3. You must work in a non-patient facing role.
4. You must have fortnightly meetings with your line/mentor or supervisor to discuss the following:
 - Upholding the reputation of the profession when in the workplace and outside of the workplace.
5. You must send a report to your NMC case officer prior to any review, in relation to the following:
 - Whether or not you have been upholding the reputation of the profession when in the workplace and outside of the workplace.
6. 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.
7. You must keep us 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 Davidson'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 Davidson 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 Davidson. The NMC will write to Ms Davidson when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Davidson in writing.

That concludes this determination.