

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 24 January 2025**

Virtual Hearing

Name of Registrant:	Elaine Hyacinth Alexander	
NMC PIN:	91A0149E	
Part(s) of the register:	Registered Nurse Adult – RN1 – (1 April 2000)	
Relevant Location:	Barnsley	
Panel members:	Godfried Attafua	(Chair, Registrant member)
	Lynn Bayes	(Registrant member)
	Noreen Quraishi	(Lay member)
Legal Assessor:	Paul Housego	
Hearings Coordinator:	Zahra Khan	
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter	
Miss Alexander:	Not present and not physically represented at this hearing but the panel received written submissions from the Royal College of Nursing (RCN)	
Interim order directed:	Interim conditions of practice order (15 months)	

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 15 months.

As such, the panel determined that the following conditions are necessary, 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 only work for one substantive employer. This must not be an agency or bank.
2. You must ensure that you are directly supervised by another registered nurse any time you are working.
3. You must meet with your line manager, mentor, or supervisor on a fortnightly basis to discuss your performance in the following areas:
 - Patient assessment (in particular, clinical observations and plotting them on the NEWS chart).
 - Identifying patient deterioration and escalation.
 - Clinical planning and organisation.
 - Record keeping.
4. You must send a report to your case officer before any future NMC hearing. This report must comment on your performance in the following areas:

- Patient assessment (in particular, clinical observations and plotting them on the NEWS chart).
 - Identifying patient deterioration and escalation.
 - Clinical planning and organisation.
 - Record keeping.
5. 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.
6. 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.
7. 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.

8. 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.

9. 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 Miss Alexander'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 Alexander 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 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 Miss Alexander. The NMC will write to Miss Alexander when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Alexander in writing.
That concludes this determination.

