

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 31 January 2025**

Virtual Hearing

Name of Registrant:	Melissa Cordelia Butcher
NMC PIN:	89A1048E
Part(s) of the register:	Nurses Part of the Register- Sub Part 1 RN1: Adult Nurse (Level 1) – 18 May 1992
Relevant Location:	East Sussex
Panel members:	Jill Robinson (Chair, Lay member) Winfilda Ngoshi (Registrant member) Louise Jones (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Bethany Seed
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Ms Butcher:	Present and represented by Stuart Brady, instructed by the Royal College of Nursing (RCN)
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 nursing practice to [PRIVATE]
2. You must meet with your line manager or supervisor at least every six weeks to discuss elements of the NMC Code that relate to:
 - a) Standards of professionalism;
 - b) Your decision making and judgment; and
 - c) The importance of your conduct outside of work.
3. Prior to any review, you must obtain a report from your line manager or supervisor commenting on the discussions you have had in respect of the NMC Code that relate to:
 - a) Standards of professionalism;
 - b) Your decision making and judgment; and
 - c) The importance of your conduct outside of work.

You must send a copy of this report to your NMC case officer prior to any review.

4. Prior to the next review, you must undertake a written reflection considering the allegations against you in respect of:
 - a) The NMC Code;

- b) Standards of professionalism;
- c) Your decision making and judgment; and
- d) The importance of your conduct outside of work.

You must send a copy of this reflection to your NMC case officer prior to the next review.

5. [PRIVATE]

- 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) [PRIVATE]
 - b) 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) [PRIVATE]
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.