

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 16 September 2025**

Virtual Hearing

Name of Registrant: Gemma Louise Palfreman

NMC PIN: 07E2135E

Part(s) of the register: Registered Nurse – Sub Part 1
Adult Nursing – September 2007

Relevant Location: Norfolk

Panel members: Petra Leseberg (Chair, lay member)
Judith Shevlin (Registrant member)
Ian Hanson (Lay member)

Legal Assessor: Ben Stephenson

Hearings Coordinator: Ruth Bass

Nursing and Midwifery Council: Represented by Bibi Ihuomah, Counsel
instructed by the NMC

Mrs Palfreman: Present and not represented

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 was satisfied that the public would remain suitably protected by the continuation of the following conditions:

'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 not be an agency.*
- 2. You must not be the Nurse in charge of any ward, shift or unit.*
- 3. You must not be the only Nurse on duty.*
- 4. You must not undertake a consultation as a Registered Nurse with any patient or client on a private basis or work in a self-employed capacity.*
- 5. You must not undertake any one-to-one consultation with any patient that involves advice on medication.*
- 6. You must ensure you are 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.*

7. *You must meet with your line manager/mentor/supervisor monthly to discuss your clinical performance and your progress, in relation to your:*
 - a) *Understanding and ability to work within your scope of practice*
 - b) *Medication administration and management*
 - c) *Understanding and adhering to instructions given by other healthcare professionals.*

8. *You must obtain a report from your line manager/mentor/supervisor prior to the next NMC review. The report must contain details of your progress in relation to your clinical performance, and in particular your:*
 - a) *Understanding and ability to work within your scope of practice*
 - b) *Medication administration and management*
 - c) *Understanding and adhering to instructions given by other healthcare professionals.*

9. *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.*

10. *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.*

11. *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.*

12. *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.*

13. *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'*

The panel decided to confirm the interim conditions of practice order and it will run for the remainder of the current interim order.

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 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to her about this in due course.

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.