

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday 20 March 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Naomi Kathlynn Amanda Butcher</b>
<b>NMC PIN</b>	83Y1881E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 10 November 1986
<b>Relevant Location:</b>	East Sussex
<b>Panel members:</b>	Maureen Gunn (Chair, Registrant member) Sarah Hewetson-Grubb (Registrant member) David Brown (Lay member)
<b>Legal Assessor:</b>	Fiona Moore
<b>Hearings Coordinator:</b>	Rebecka Selva
<b>Nursing and Midwifery Council:</b>	Represented by Naa-Adjeley Barnor, Case Presenter
<b>Mrs Butcher:</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 confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm 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 limit your nursing practice to one substantial employer, which must not be an agency.
2. You must not be the nurse in charge.
3. You must not administer medication unless directly supervised, until formally assessed as competent to do so. You must send evidence of your competence to your case officer before the next review hearing.
4. You must otherwise ensure that you are supervised 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.
5. You must meet with your mentor, manager or supervisor fortnightly to discuss your clinical performance with particular reference to:
  - a) Medicines management and administration.
  - b) Professionalism at work.
  - c) Appropriate communication with colleagues.
  - d) Equality and diversity and the need for anti-discriminatory conduct at all times.
6. You must obtain a report from your mentor, manager or supervisor with regards to your clinical performance with particular reference to:

- a) Medicines management and administration.
- b) Professionalism at work.
- c) Appropriate communication with colleagues.
- d) Equality and diversity and the need for anti-discriminatory conduct at all times.

You must send a copy of this report to the NMC prior to any review hearing.

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

This will be confirmed to Mrs Butcher in writing.

That concludes this determination.