

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Substantive Order Review Meeting
Monday, 13 June 2022**

Virtual Meeting

Name of registrant: Miss Nicola Jane Deary

NMC PIN: 0710457E

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

Type of case: Health

Panel members: Deborah Jones (Chair, Lay member)
Esther Craddock (Registrant member)
Susan Ellerby (Lay member)

Legal Assessor: Ben Stephenson

Hearings Coordinator: Xenia Menzl

Order being reviewed: Conditions of practice order (3 Years)

Outcome: **Conditions of practice order (2 Years)**

Decision and reasons on review of the current order

The panel decided to extend the conditions of practice order for a period of two years. This order will come into effect at the end of 28 July 2022 in accordance with Article 30(1) of the Nursing and Midwifery Order 2001 (as amended) (the Order).

This order will come into effect on the expiry of the current order, namely at the end of 28 July 2022. It decided to continue the following conditions which it considered are appropriate and proportionate in this case:

'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 tell the NMC within 14 days of any nursing or midwifery appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.*
2. *You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.*
3.
 - a) *You must within 14 days of accepting any post of employment requiring registration with the NMC, or any course of study connected with nursing provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study.*
 - b) *You must within 14 days of entering into any arrangements required by these conditions of practise provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.*
4. *You must confine your nursing practice to a single post with one employer.*

5.
 - a) *You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least once weekly to discuss the standard of your performance. This can be reviewed after two months and following a satisfactory review you must meet at least once monthly.*
 - b) *You must write a reflective piece [PRIVATE]. This reflective piece must be discussed with your line manager, mentor or supervisor (or their nominated deputy) at the two month review meeting.*

6. *You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance to the NMC at least 14 days before any NMC review hearing or meeting.*

7. *[PRIVATE]*

8. *[PRIVATE]*

9. *[PRIVATE]*

10. *[PRIVATE]*

11. *[PRIVATE]*

12. *[PRIVATE]*

13. *[PRIVATE]*

14. *You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures and disclose the conditions listed at (1) to (11) above, to them*
 - a) *Any prospective employer (at the time of application) where you are applying for any nursing appointment*

b) Any educational establishment at which you are undertaking a course of study connected with nursing, or any such establishment to which you apply to take a course (at the time of application).

The period of this order is for two years.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 28 July 2022 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well Miss Deary has complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

This decision will be confirmed to Miss Deary in writing.

That concludes this determination.