

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
24 January 2023**

Virtual Hearing

Name of Registrant:	Hazel Elizabeth Brown
NMC PIN	84K0483S
Part(s) of the register:	Registered Nurse - General (Level 2) Nursing – all RN7 – May 1988
Relevant Location:	Jersey
Panel members:	Nariane Chantler (Chair, Registrant member) Helen Hughes (Registrant member) Sarah Tozzi (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Sophie Cubillo-Barsi
Nursing and Midwifery Council:	Represented by Yvonne Ferns, Case Presenter
Miss Brown:	Not present and unrepresented
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 of the view 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 nursing practice to a single substantive employer. This employer cannot be an agency.*
2. *You must ensure that you are not the sole nurse in charge or on duty at any time that you are working in a nursing capacity.*
3. *You must ensure that you are under the indirect supervision of another registered nurse at any time you are working in a nursing capacity. This means working at all times on the same shift as, but not always directly observed by another registered nurse.*
4. *You must ensure that you are directly supervised any time you are performing the following clinical skills until deemed competent by another registered nurse:*
 - a) *Catheterisation;*
 - b) *Preparation for and use of syringe drivers; and*
 - c) *Wound care.*
5. *You must meet fortnightly with you line manager, supervisor, or mentor to discuss the following:*

- a) *Clinical skills;*
- b) *Record keeping and communication;*
- c) *Patient care;*
- d) *Conduct and performance in the workplace;*
- e) *Organisational skills; and*
- f) *Your compliance with these conditions of practice.*

You must obtain a report from your line manager, supervisor, or mentor and send it to your case officer prior to the next interim order review in relation to this case which covers all the matters set out at condition 5 (a) to (f).

6. *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.*

7. *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.*

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*

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

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

This will be confirmed to Miss Brown in writing.

That concludes this determination.