

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 01 March 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Emma Victoria Hulbert
<b>NMC PIN</b>	9816433E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – (August 2001)
<b>Relevant Location:</b>	Bristol
<b>Panel members:</b>	Christopher John Taylor (Chair, Registrant member) Anne Brown (Lay member) Dee Rogers (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Renee Melton-Klein
<b>Nursing and Midwifery Council:</b>	Represented by Rowena Wisniewska, Case Presenter
<b>Mrs Hulbert:</b>	Present and represented by Dr Niall McCrae, of Workers of England Union
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 yourself to one substantive employer. If you are employed through an agency, the agency must only appoint you to a substantive post within one organisation.
2. You must not be the sole registered nurse on duty;
3. You must ensure that you are directly supervised by another registered nurse anytime you are involved in the administration or management of medicines, until assessed as competent to do so independently. Evidence of successful assessment must be sent to the NMC within seven days of completion.
4. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss your progress in particular with the administration of medicines management and documentation.
5. You must send your NMC case officer a report from your line manager, supervisor or mentor before the next review hearing. This report must comment on your administration of medicines and documentation.
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) Any organisation or person you work for;
  - b) Any agency you apply to or are registered with for work;
  - c) Any employers you apply to for work (at the time of application);
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study;
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
  
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 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.