

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday 30 May 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Rachel Sian Rowell</b>
<b>NMC PIN</b>	04I0495E
<b>Part(s) of the register:</b>	Registered Nurse – Adult (18 September 2004)
<b>Relevant Location:</b>	Cardiff
<b>Panel members:</b>	Heather Moulder (Chair, Registrant Member) Carole Panteli (Registrant Member) Anne Brown (Lay Member)
<b>Legal Assessor:</b>	William Hoskins
<b>Hearings Coordinator:</b>	Angela Nkansa-Dwamena
<b>Nursing and Midwifery Council:</b>	Represented by Alastair Kennedy, Case Presenter
<b>Miss Rowell:</b>	Not present and not represented at the hearing.
<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 Llantrisant Care Home.
2. You must ensure that you are directly supervised by a registered nurse any time you are administering medications until you have been assessed as competent on three separate occasions.
3. You must 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, another registered nurse.
4. You must meet fortnightly with your line manager, supervisor, or mentor to discuss your ongoing competency in the following areas:
  - Medication administration
  - Manual handling
  - Bandaging
  - Communication
  - Catheter care/maintenance
  - Infection control and prevention
  - Decision making
  - Documentation

5. You must provide a report from your line manager, mentor or supervisor. This report must include details of your competency in the following areas:

- Medication administration
- Manual handling
- Bandaging
- Communication
- Catheter care/maintenance
- Infection control and prevention
- Decision making
- Documentation

A copy of this report must be sent to the NMC prior to any review hearing or meeting.

6. You must create a personal development plan (PDP). Your PDP must address the following concerns about:

- Medication administration
- Manual handling
- Bandaging
- Communication
- Catheter care/maintenance
- Infection control and prevention
- Decision making
- Documentation

You must send your case officer a copy of your PDP prior to the next review hearing.

7. 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.
8. 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.
9. 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.
10. 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.
11. 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 Rowell'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 Rowell 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 Rowell's case officer will write to her about this in due course.

The NMC will write to Miss Rowell when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Rowell in writing.

That concludes this determination.