

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday 23 November 2023**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Adria Pearce</b>
<b>NMC PIN</b>	14H0087E
<b>Part(s) of the register:</b>	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 31 October 2014
<b>Relevant Location:</b>	Leicester
<b>Panel members:</b>	Michael McCulley (Chair, lay member) Yvonne O'Connor (Registrant member) Sue Gwyn (Registrant member)
<b>Legal Assessor:</b>	John Bassett
<b>Hearings Coordinator:</b>	Audrey Chikosha
<b>Nursing and Midwifery Council:</b>	Represented by Assad Badruddin, Case Presenter
<b>Miss Pearce:</b>	Not Present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (12 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 was of the view that the public would remain suitably protected by the implementation 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 one substantive employer and not undertake any agency employment.
2. You must not have access to controlled drugs unless you are directly supervised by another registered nurse.
3. You must not administer medication unless you are directly supervised by another registered nurse.
4. You must meet with your line manager, mentor or supervisor at least every 4 weeks to discuss all aspects of your conduct and performance with regards to the following areas:
  - a) Honesty and integrity
  - b) Your return to the workplace
  - c) [PRIVATE]
5. You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your progress with respect to condition 4, to the NMC prior to any review hearing or meeting.

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.
  - d) 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.

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

This will be confirmed to Miss Pearce in writing.

That concludes this determination.