

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
6 September 2023**

Virtual Hearing

Name of Registrant:	Emma Murphy
NMC PIN	20B0830E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – June 2020
Relevant Location:	West Yorkshire
Panel members:	Diane Meikle (Chair, Lay member) Elizabeth Williamson (Registrant member) Louise Jones (Lay member)
Legal Assessor:	Graeme Sampson
Hearings Coordinator:	Sophie Cubillo-Barsi
Nursing and Midwifery Council:	Represented by Yvonne Ferns, of Counsel, Case Presenter
Emma Murphy:	Not present and not represented at the hearing
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 existing 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 work for one substantive employer, which is not an agency.

2. You must work under direct supervision until signed off by a Band 6 Nurse or above as competent in all clinical skills, including but not exhaustive to:
 - Medicine administration;
 - Prioritising patient care;
 - Wound care;
 - Accurate record keeping;
 - Pressure care;
 - Catheterisation; and,
 - Recognising the deteriorating patients.

Once signed off as competent in **ALL** clinical skills, you may work under indirect supervision.

3. You must work to a comprehensive Personal Development Plan (PDP) to be agreed with your line manager to cover all levels of

clinical skills and working within your scope of practice that is appropriate to the area that you are currently working.

4. You must keep a reflective practice profile, which should be submitted prior to the next review hearing.
5. You must have monthly meetings with your supervisor to discuss your progress of your PDP and your overall performance.
6. You must submit a report from your supervisor prior to the next hearing covering Condition 5.
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 Murphy'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 Murphy 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 Murphy'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 Murphy. The NMC will write to Miss Murphy when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Murphy in writing.

That concludes this determination.