

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Friday, 12 January 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Cynthia Mascarenhas
<b>NMC PIN</b>	04A0638O
<b>Part(s) of the register:</b>	RN1 Adult Nurse (Level 1) 19 January 2004
<b>Relevant Location:</b>	Essex
<b>Panel members:</b>	Rachel Childs (Chair, lay member) Pauline Esson (Registrant member) June Robertson (Lay member)
<b>Legal Assessor:</b>	Andrew Young
<b>Hearings Coordinator:</b>	Samara Baboolal
<b>Nursing and Midwifery Council:</b>	Represented by Assad Badruddin, Case Presenter
<b>Mrs Cynthia Mascarenhas:</b>	Present and represented by Mary-Teresa Deignan, counsel instructed by the Royal College of Nursing (RCN)
<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 was of the view that the public would remain suitably protected by the following conditions, as varied:

'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 only work for one employer which may be an agency, but you must only work at a single place of work.
2. You must ensure that you are not the nurse in charge of a shift. You must work at all times on the same shift as another registered nurse, Band 6 or above.
3. You must meet with your line manager, mentor or supervisor at least once a month to discuss your practice, with particular reference to:
  - Medication management
  - Escalation of concerns about deteriorating patients
  - Communication with colleagues and patients
4. You must keep a personal development log every time you undertake a shift. It must contain the dates you carried out the shifts and contain your reflections.
5. Prior to any review of this interim order, you must send your NMC Case Officer a report from your line manager, mentor or supervisor commenting on your practice, with particular reference to:
  - Medication management

- Escalation of concerns about deteriorating patients
  - Communication with colleagues and patients
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 vary this interim conditions of practice order and it will run for the remainder of the current interim order.

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 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. Your case officer will write to you about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.