

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 7 May 2024**

Virtual Hearing

<b>Name of Ms Butcher:</b>	Naomi Kathlyne Amanda Butcher
<b>NMC PIN</b>	83Y1881E
<b>Part(s) of the register:</b>	Registered Nurse Adult – RN1 – November 1986
<b>Relevant Location:</b>	Sussex
<b>Panel members:</b>	Nariane Chantler (Chair, registrant member) Siobhan Ebdon (Registrant member) Matthew Burton (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Eidvile Banionyte
<b>Nursing and Midwifery Council:</b>	Represented by Violet Smart, Case Presenter
<b>Mrs Butcher:</b>	Not present and not represented at this hearing
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 one substantial employer, which must not be an agency.
2. You must not be the nurse in charge.
3. You must not administer medication unless directly supervised, until formally assessed as competent to do so. You must send evidence of your competence to your case officer before the next review hearing.
4. You must otherwise 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, a registered nurse.
5. You must meet with your mentor, manager or supervisor fortnightly to discuss your clinical performance with particular reference to:
  - a) Medicines management and administration.
  - b) Professionalism at work.
  - c) Appropriate communication with colleagues.
  - d) Equality and diversity and the need for anti-discriminatory conduct at all times.

6. You must obtain a report from your mentor, manager or supervisor with regards to your clinical performance with particular reference to:
  - a) Medicines management and administration.
  - b) Professionalism at work.
  - c) Appropriate communication with colleagues.
  - d) Equality and diversity and the need for anti-discriminatory conduct at all times.

You must send a copy of this report to the NMC prior to any review hearing.

7. 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.
8. 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.
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.

Unless Ms Butcher'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, Ms Butcher 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 Ms Butcher. The NMC will write to Ms Butcher when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Butcher in writing.

That concludes this determination.