

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 1 August 2024**

Virtual Hearing

Name of Registrant:	Mirian Isha Bailor
NMC PIN	05G0042E
Part(s) of the register:	Registered Nurse – Sub Part 1 Children Nursing (Level 1) – 7 August 2007
Relevant Location:	London
Panel members:	Rama Krishnan (Chair, Lay member) Liane Powell (Registrant member) Ian Hanson (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Ms Bailor:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (15 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 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 which must not be an agency.
2. You must not work in a community setting.
3. You must not be the sole nurse in charge of any shift.
4. You must ensure that you are supervised any time that 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.
5. You must be directly supervised any time you are involved in medication administration and management until you are deemed competent by your line manager, supervisor or mentor. You must send a copy of this assessment to your case officer within 7 days of completion.
6. Within one month of commencing employment, you must produce a personal development plan (PDP). Your PDP must address the concerns about:

- a) Medication administration and management.
- b) Communication with colleagues, patients and carers.
- c) Time and workload management.
- d) Record keeping and documentation.
- e) Confidentiality.
- f) Safe clinical practice.

You must send a copy of your PDP to your case officer within 7 days of production.

7. You must meet with your line manager, supervisor or mentor every fortnight to discuss your:

- a) Medication administration and management.
- b) Communication with colleagues, patients and carers.
- c) Time and workload management.
- d) Record keeping and documentation.
- e) Confidentiality.
- f) Safe clinical practice.

You must send a report from your line manager, supervisor or mentor outlining your progress to your case officer before any review hearing or meeting.

8. 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.

9. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your case officer within 7 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.

10. 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.

11. You must tell your case officer, within 7 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.

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

This will be confirmed to Ms Bailor in writing.

That concludes this determination.