

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

**Interim Order Review Hearing
Thursday, 22 August 2024**

Virtual Hearing

Name of Registrant:	Glitter Joy Zabala
NMC PIN	22H08110
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 09 August 2022
Panel members:	Paul O’Connor (Chair, Lay Member) Hannah Harvey (Registrant Member) Melanie Swinnerton (Lay Member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Angela Nkansa-Dwamena
Nursing and Midwifery Council:	Represented by Selena Jones, Case Presenter
Ms Zabala:	Present but not represented
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 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 work for one substantive employer, which must not be an agency.
2. You must not be the sole nurse on duty, nor must you be the nurse in charge of any shift.
3. You must meet with your line manager, mentor or supervisor on a weekly basis to discuss your case load and [PRIVATE].
4. Before your next NMC review hearing, you must send a report to your NMC case officer from your line manager, mentor or supervisor commenting on your case load and [PRIVATE].
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]

9. 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.

10. 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.

11. 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.

12. 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.

13. 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 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 still has 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.