

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 10 December 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Theresa Farley
<b>NMC PIN</b>	19L0674E
<b>Part(s) of the register:</b>	Registered Nurse, Adult – RNA – February 2020
<b>Relevant Location:</b>	Gloucestershire
<b>Panel members:</b>	Angela Williams (Chair, lay member) Naomi Smith (Registrant member) Sarah McAnulty (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Daisy Sims
<b>Nursing and Midwifery Council:</b>	Represented by Iwona Boesche, Case Presenter
<b>Ms Farley:</b>	Present and represented by Joanne Agbitor, of UNISON
<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 work for one substantive employer which must not be an Agency. Any such substantive employer must offer an induction plan and a preceptorship programme which you must attend.
2. You must not be the sole nurse on duty or the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse when carrying out medication administration and medication management.
4. You must ensure that you are indirectly supervised by a registered nurse at all times that 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 line manager, supervisor, or mentor, who must be a registered nurse, every fortnight to discuss your ongoing development in regards to:
  - a) Medication management
  - b) Medication administration

- c) Preceptorship and induction plans
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6. You must provide a report from your line manager, supervisor, or mentor, who must be a registered nurse, addressing the matters in Condition 5 to your NMC case officer prior to your review hearings.
  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

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

This will be confirmed to Ms Farley in writing.

That concludes this determination.