

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 13 December 2024**

Virtual Hearing

Name of Registrant:	Melanie Finley
NMC PIN	91A2014E
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing – Level 1 (17 September 2001)
Relevant Location:	Solihull
Panel members:	Jill Wells (Chair, lay member) Karen McCutcheon (Registrant member) Tom Manson (Lay member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Rebecca Wagner
Nursing and Midwifery Council:	Represented by Ms Amaning, Case Presenter
Mrs Finley:	Not present and not represented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

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 implementation 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 not work in a managerial role.
2. You must not be the nurse in charge of a shift, ward or unit.
3. You must meet with your line manager or supervisor at least monthly. Your supervision should involve discussions in relation to all aspects of the following areas of concern:
 - Leadership issues and professional development
 - Clinical incident identification and management
 - Interpersonal skills and communication
 - Management of deteriorating patients
 - Working cooperatively with colleagues
4. You must provide a report to the NMC prior to any review hearing or meeting. This report must contain details of your discussions in relation to all aspects of the following areas of concern:
 - Leadership issues and professional development
 - Clinical incident identification and management
 - Interpersonal skills and communication
 - Management of deteriorating patients
 - Working cooperatively with colleagues

5. 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.

6. 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.

7. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
 - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

8. 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.

9. 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 considered that a future reviewing panel would be assisted by a written reflection by you and evidence of any relevant training undertaken in relation to the regulatory concerns.

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

This will be confirmed to Mrs Finley in writing.

That concludes this determination.