

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 18 December 2024**

Virtual Hearing

Name of Registrant:	Emma Firth
NMC PIN:	14H1592E
Part(s) of the register:	Registered Nurse Adult Nursing – 5 October 2015
Relevant Location:	Kirklees
Panel members:	Christopher Taylor (Chair, registrant member) Sue Gwyn (Registrant member) Dee Rogers (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Jumu Ahmed
Nursing and Midwifery Council:	Represented by Aliyah Hussain, Case Presenter
Mrs Firth:	Present and represented by Catherine McGrane, instructed by Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (12 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 12 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 be directly supervised, at all times, when involved with the administration and management of medication until you are assessed as competent to do so independently by another registered nurse.

Evidence of successful assessment must be sent to your NMC Case Officer within 7 days of completion.

2. You must keep your NMC Case Officer 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.
3. You must immediately give a copy of these conditions to:
 - a) Any agency you apply to or are registered with for work.
 - b) Any employers you apply to for work (at the time of application).

- c) 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.
4. You must tell your case officer, within seven days of your becoming aware of:
- a) Any clinical incident you are involved in relating to medications management.
 - b) Any investigation started against you relating to medications management.
 - c) Any disciplinary proceedings taken against you relating to medications management.
5. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with any current or future employer.

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 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.