

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

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| Name of Registrant: | Helen Ann Lee |
| NMC PIN | 01C0282W |
| Part(s) of the register: | Registered Nurse - Adult RNA – 14 October 2004 |
| Relevant Location: | Carmarthenshire |
| Panel members: | Angela Williams (Chair, lay member) Naomi Smith (Registrant member) Sarah McAnulty (Lay member) |
| Legal Assessor: | Paul Hester |
| Hearings Coordinator: | Daisy Sims |
| Nursing and Midwifery Council: | Represented by Iwona Boesche, Case Presenter |
| Ms Lee: | Not present and unrepresented at the hearing but written submissions |
| 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 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 limit your nursing practice to Hywel Dda University Health Board.
2. You must not carry out any work which requires you to provide clinical care to individual patients. You must restrict your work to a non-clinical role.
3. You must immediately give a copy of these conditions to:
 - a) Hywel Dda University Health Board.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
4. You must meet with your line manager or supervisor, minimum monthly.
[PRIVATE].
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 Hywel Dda University Health Board.
6. You must immediately give a copy of these conditions to:
 - a) [PRIVATE].
 - b) [PRIVATE].
 - c) [PRIVATE].
7. You must allow:

- a) [PRIVATE]
- b) [PRIVATE]
- c) [PRIVATE].

8. You must keep your work under review. [PRIVATE]

- a) [PRIVATE]
- b) [PRIVATE]
- c) [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

11. 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.

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.

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

This will be confirmed to Ms Lee in writing.

That concludes this determination.