

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday 17 December 2024**

Virtual Hearing

Name of Registrant:	Sara Worthington
NMC PIN:	11C1006E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 30 March 2011
Relevant Location:	Cumberland
Panel members:	Angela Williams (Chair, Lay member) Nicola Harvey (Registrant member) David Brown (Lay member)
Legal Assessor:	Melissa Harrison
Hearings Coordinator:	Emily Mae Christie
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Miss Worthington:	Present and not represented at the hearing
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 work for one substantive employer; namely North Cumbria Integrated Care NHS Foundation Trust.
- 2) You must not work for North Cumbria Integrated Care NHS Foundation Trust’s bank system, nor work for any other agency.
- 3) You must not be the nurse in charge on any shift.
- 4) You must ensure that you are indirectly supervised by another registered nurse any time you are working. This means that your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
- 5) Meet with your line manager or supervisor once every fortnight to discuss:
 - a) Your ongoing use of social media whilst in and out of the workplace;
 - b) Your ongoing development and reflections regarding equality, diversity, and inclusion.
- 6) The NMC require ahead of the next review hearing an update from your supervisor or manager regarding:

- a) Your ongoing use of social media whilst in and out of the workplace;
 - b) Your ongoing development and reflections regarding equality, diversity, and inclusion.
- 7) You must work with your line manager to create a personal development plan (PDP). Your PDP must identify and address your need for a better understanding of the value of Equality, Diversity, and Inclusion, and of your Social Media Usage.
- 8) 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.
- 9) 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.
- 10) 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.
- 11) 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.

12) 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 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, a 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 panel at an administrative meeting. Your case officer will write to you about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegation 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.