

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Substantive Order Review Hearing
Thursday, 25 July 2024**

Virtual Hearing

Name of Registrant: **Samantha Lindsay Bligh**

NMC PIN: 98J0361E

Part(s) of the register: Nurses Part of the Register-Sub Part 1
Registered Nurse – Adult, level 1 (22 October 2001)

Relevant Location: Lancashire

Type of case: Conviction

Panel members: Anthony Kanutin (Chair, Lay member)
Anne Considine (Registrant member)
Helen Kitchen (Lay member)

Legal Assessor: Gerard Coll

Hearings Coordinator: Samantha Aguilar

Nursing and Midwifery Council: Represented by Rory Gordon, Case Presenter

Mrs Bligh: Present and represented by Rebecca Paterson, instructed by the Royal College of Nursing (RCN)

Order being reviewed: Suspension order (12 months)

Fitness to practise: Impaired

Outcome: **Conditions of practice order to come into effect on 5 September 2024 in accordance with Article 30 (1)**

Decision and reasons on application for hearing to be held partially in private

At the outset of the hearing, Ms Paterson on your behalf, made a request that this case be held in private in parts on the basis that there may be references to [PRIVATE]. The application was made pursuant to Rule 19 of the 'Nursing and Midwifery Council (Fitness to Practise) Rules 2004', as amended (the Rules).

Mr Gordon, on behalf of the Nursing and Midwifery Council (NMC) supported the application.

The legal assessor reminded the panel that while Rule 19(1) provides, as a starting point, that hearings shall be conducted in public, Rule 19(3) states that the panel may hold hearings partly or wholly in private if it is satisfied that this is justified by the interests of any party or by the public interest.

The panel determined to go into private session in connection to [PRIVATE] as and when such issues are raised.

Decision and reasons on review of the substantive order

The panel decided to replace the current suspension order with a conditions of practice order.

This order will come into effect at the end of 5 September 2024 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

This is the first review of a substantive suspension order originally imposed for a period of 12 months by a Fitness to Practise Committee panel on 4 August 2023.

The current order is due to expire at the end of 5 September 2024.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

The charge found proved by way of admission which resulted in the imposition of the substantive order was as follows:

'That you, a registered nurse:

- 1. You were convicted on 29th September 2021 at Manchester Crown Court of possession of criminal property, contrary to 329(1)(c) of the Proceeds of Crime Act 2002*

AND in light of the above, your fitness to practise is impaired by reason of your conviction.'

The original panel determined the following with regard to impairment:

'The panel found that all four limbs of Grant were engaged both as to the past and future.

The panel found that this case involves serious criminal conduct where you were convicted for being involved with the attempt to launder a significant amount of money which was appropriated directly from the theft of goods from your place of work at the time. The panel bore in mind that you accepted your dishonesty. It noted that you said during your oral evidence that "deep down I knew something wasn't quite right, but I chose not to act". You further indicated that you accepted your conviction, but at the time, you had lied to yourself by turning a "blind eye". You acknowledged that you failed to act on your suspicions when you should have followed your gut instinct. You also said "I was dishonest but consider myself honest." The panel bore in mind your responsibilities as a registered nurse and your duty to be candid. The panel appreciated that these concerns did not occur in a clinical setting. However, by holding the position of a registered nurse, you had and have a responsibility to always act with honesty and integrity. The panel noted the sentencing remarks in which the Crown Court Judge was clear that you must have known or suspected that the sum of £13,312.70

transferred into your account was the proceeds of Person A's criminal conduct.

Regarding insight, the panel considered your oral evidence and your supporting statement dated 2 August 2023. The panel noted that you apologised for your actions and provided an explanation for why, in your view, you abused your position of trust in this way. The panel noted that you had explained to it the consequences of your actions on your employer, patients, public and the potential damage to the reputation of the profession. It bore in mind that on 5 November 2021, you were sentenced to 9 months imprisonment, suspended for 12 months and with an unpaid work requirement of 100 hours. The panel was therefore of the view that your conviction is still recent and that not enough time has passed to remediate the seriousness of your actions. It also bore in mind that the sums had entered your account and remained there for a period of weeks and that you had not raised any concerns regarding it, even though deep down you had your suspicions. The panel was therefore of the view that by your poor judgement in choosing "not to act", you have in the past and are liable in the future to put patients at unwarranted risk of harm; have in the past and are liable in the future to bring the nursing profession into disrepute; have in the past and are liable in the future to breach one of the fundamental tenets of the nursing profession and have in the past and are liable in the future to act dishonestly in the future.

[...]

The panel considered that any concerns regarding the lack of honesty and integrity by its very nature can be difficult to remediate, and your dishonesty which resulted in a criminal conviction is particularly serious. The panel noted that there are no concerns involving your clinical nursing practice and took into account the testimonials of your work colleagues which were all supportive of your good practice. It then considered whether there is a current public protection concern. It took the view that it was not possible to compartmentalise the public and private aspects of your life in the manner

that Mr Buxton sought to advance. In your reflection, you acknowledge that it brings into question whether you pose a risk to the public and how the public may feel about a nurse having a conviction in relation to dishonesty as your behaviour clearly impacts upon the nursing profession.

The panel considered that you had insight into your failings and that you were remorseful of your actions. However, the panel is of the view that there remains a risk of repetition based on the seriousness of the conviction and your lack of judgement. The panel therefore decided that a finding of impairment is necessary on the grounds of public protection.

The panel bore in mind that the overarching objectives of the NMC are to protect, promote and maintain the health, safety and well-being of the public and patients, and to uphold/protect the wider public interest, which includes promoting and maintaining public confidence in the nursing and midwifery professions and upholding the proper professional standards for members of those professions. The panel determined that, in this case, a finding of impairment on public interest grounds was also required. The panel determined that the public would be shocked and appalled by your actions, and your actions have brought the profession into disrepute. Any other finding would undermine public confidence in the profession, and the NMC as its regulator.

Having regard to all of the above, the panel was satisfied that your fitness to practise is currently impaired.'

The original panel determined the following with regard to sanction:

'The panel took into account the following aggravating features:

- *Serious actions which led to a custodial sentence of 9 months imprisonment, suspended for 12 months with an unpaid work requirement of 100 hours;*

- *You provided a not guilty plea at the Crown Court trial; and*
- *You admitted to the panel that you were dishonest in your actions.*

The panel did not accept Mr Badruddin's submission that this offence was motivated by personal financial gain because it had not heard any evidence to support this submission.

The panel also took into account the following mitigating features:

- *There are no previous convictions;*
- *There are no concerns as to your clinical practice, and you have continued to practise as a nurse without incident since your conviction;*
- *You are of previous good character;*
- *You have demonstrated insight;*
- *Your actions did not put patients at direct risk of harm;*
- *You accepted the charge and impairment on public interest grounds at the outset of these proceedings;*
- *You demonstrated remorse; and*
- *Multiple positive testimonials were provided which attest to your character and clinical practice.*

The panel noted that you have engaged with these proceedings and there are no previous regulatory concerns.

[...]

The panel next considered whether placing conditions of practice on your nursing registration would be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel was of the view that there are no practical or workable conditions that could be formulated, given the seriousness and the nature of the conviction in this case. The panel noted that the concerns in this case relate

solely to your conduct and behaviour outside of your clinical practice; there were no identifiable areas of clinical nursing practice which needed to be addressed.

The panel also determined that the public interest elements of this case would not be met by the imposition of a conditions of practice order, given your conviction.

The panel then went on to consider whether a suspension order would be an appropriate sanction. The SG states that suspension order may be appropriate where some of the following factors are apparent:

- A single incident but where a lesser sanction is not sufficient;*
- No evidence of harmful deep-seated personality or attitudinal problems;*
- No evidence of repetition of behaviour since the incident; and*
- The Committee is satisfied that the nurse or midwife has insight and does not pose a significant risk of repeating behaviour.*

The panel was satisfied that these factors are applicable in this case and the conviction was not fundamentally incompatible with remaining on the register.

The panel bore in mind that your conviction occurred outside of your clinical practice and that you have been practising as a nurse for the past four years without concerns. It further bore in mind the positive testimonials presented on your behalf and that there has been no repetition of the conduct found proved which led to your conviction. The panel considered that a period of temporary removal from the register was necessary to mark the seriousness of the case, declare and uphold the relevant professional standards expected of a registered nurse, and maintain trust and confidence in the professions and the NMC as regulator. The panel determined that a period of suspension will provide you with the appropriate opportunity to demonstrate that you are able to be trustworthy, proactive when concerned and fully accountable for your actions.

[...]

Whilst the panel acknowledges that a suspension order may have a punitive effect, it considered it would be unduly punitive in the circumstances of your case to impose a striking off order.

Balancing all of these factors the panel has concluded that a suspension order would be the appropriate and proportionate sanction.

The panel noted the hardship such an order will inevitably cause you. However, this is outweighed by the public protection and public interest in this case.

The panel considered that this order is necessary to mark the importance of maintaining public confidence in the profession, and to send to the public and the profession a clear message about the standard of behaviour required of a registered nurse.

The panel determined that a suspension order for a period of one year was appropriate in this case to mark the seriousness of the conviction.

At the end of the period of suspension, another panel will review the order. At the review hearing the panel may revoke the order, or it may confirm the order, or it may replace the order with another order.

Any future panel reviewing this case would be assisted by:

- *Your attendance and engagement at a future review hearing;*
- *Evidence of undertaking a role that demonstrates honesty, integrity, trust and confidence;*
- *Testimonials which attest to your honesty and integrity; and*
- *Written reflection on your progress over the period of suspension.'*

Decision and reasons on current impairment

The panel has considered carefully whether your fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the NMC has defined fitness to practise as a registrant's suitability to remain on the register without restriction. In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it, including the NMC bundle, your written reflective piece dated 6 July 2024, Testimonials dated 2 July 2024, 4 July 2024 and 7 July 2024, 41 Online Training Certificates and your Curriculum Vitae (CV).

Mr Gordon provided the panel with a background of your case and your conviction. He reminded the panel that the onus is on you to demonstrate that your fitness to practice is no longer impaired. Mr Gordon submitted that as a registered professional, your conduct leading to the conviction raises fundamental concerns regarding your position and trustworthiness, raising attitudinal issues as a result of this.

Mr Gordon submitted that in fairness to you, the panel now has sight of your reflection. However, the misconduct identified was a serious offence involving the attempt to launder a significant amount of money. Nurses hold a privilege position in society stemming from the foundation of trust and dignity. Your actions leading to your conviction may deter members of the public from considering access to medical care. Members of the public may be reluctant to put forward their trust and their position of vulnerability to someone who was convicted and received a custodial sentence for an attempt to hide and conceal money. He further submitted that the custodial sentence has the potential to seriously undermine the trust and confidence in the profession and that you have breached the fundamental tenets of the nursing profession.

Mr Gordon invited the panel to impose a Conditions of Practice Order to mitigate any risk. He informed the panel that conditions may include limiting your employment to one employer.

You gave evidence under affirmation. You informed the panel that you began writing your reflective piece on 6 July 2024 and finished this on 23 July 2024. Within your reflective piece, you wrote about how you had the conviction in your mind during interviews for prospective nursing roles. You found that the attitude of prospective employers changed after you offered the information of your conviction. You did not want to move forward without making prospective employers aware of your circumstances.

You informed the panel that you have undertaken an integrity and honesty online course dated 18 July 2024. You outlined what you had learned from this course. You said that it helped you address things as and when they happen- to be truthful and honest. You recognised that part of a professional's duty is to be honest and set standards.

You addressed your online training certificates. You told the panel that a lot of the courses that are specifically related to nursing cost money, which you cannot afford. In terms of the training that you were able to undertake which relate to clinical practice, some of the certificates are dated 16 July 2024 and 17 July 2024. You told the panel that you started these online training in late August 2023 and aimed to complete one or two every month and the dates on the certificate at present were the dates you had downloaded them after you misplaced the original certificates. You also outlined the different reading materials that you have taken to strengthen your knowledge.

You addressed your willingness to speak up when something is not right. You said that nurses have a duty of care to speak up and to act as an advocate for patients. You said that you recognised that you had a lapse of your judgment and have insight into that now. You acknowledged that your behaviour was not acceptable and brought the profession into disrepute. You told the panel that you are extremely sorry.

You informed the panel that if you were faced with a similar situation in a clinical setting, you would raise that concern immediately to your line manager or a senior staff member. If a matter arose in respect of the safety of a patient, then you would complete safeguarding referrals, protect the patient and speak out. In terms of facing situations in your personal life, you would apply the same principles and act on whatever is appropriate at the time by either assessing or reporting the situation.

Mr Gordon asked whether your mindset has changed since the imposition of the Suspension Order, and whether you had demonstrated an insight as to the seriousness of your conviction. You said that you have let yourself down and lost the career that you love. You are now distrustful of others and recognise that you had a huge lapse in your judgment. You said that you would not allow yourself to be in a position like that again.

The panel asked you a number of questions regarding the circumstances that led to your lapse in judgment, your insight and your CV. You informed the panel that at the time the incident arose that you felt carried away by your upcoming wedding with Person A and did not question what had happened. You now realised that you should have questioned it at the time and felt deep shame. You also informed the panel that your online training in honesty and integrity helped you understand why you acted the way that you did. You said that the training was mainly focused on the personal aspects, but you could take your learning from that and adapt it into the nursing profession.

The panel asked how you would act in the event that a situation similar arose. You said you would not allow that to happen. You have found it difficult to trust others. When asked about how you have demonstrated that you have learned from the past situation, you told the panel that you provided a couple of examples in your written reflection. The industry that you are currently working in is over saturated, and there are ample opportunities for people to take advantage of clients for treatment. You told the panel that you have been open and honest with your clients which was to your financial detriment. On a personal level, you encountered a situation in which you were at a self-checkout in a supermarket and the previous customer had left some money. You followed the customer and gave their money back.

Closing submissions from counsel

Mr Gordon submitted that there is no particular recommendation that the NMC is asking for. However, he reminded the panel that the persuasive burden lies with you. Mr Gordon asked the panel to consider the risk of harm, the maintenance of public confidence in the profession and to declare and uphold standards of conduct and behaviour. He submitted that if the panel were minded to allow you to return to nursing, safeguarding measures

must be put in place to ensure that there remains a level of supervision to protect the public and that you are limited to working with only one employer.

Ms Paterson invited the panel to make a finding that your fitness to practice is no longer impaired and therefore to allow the current Suspension Order to lapse upon expiry.

Ms Paterson drew the panel's attention to the original panel's findings. She asked the panel to question whether you have had insight into the seriousness of your conviction, at what level and whether you have taken the steps to demonstrate that you are now a safe and effective practitioner.

Ms Paterson informed the panel that you have complied with the suggestions provided by the original panel. You are present, engaged in the hearing, given evidence under affirmation and provided a number of testimonials which attest to your honesty and integrity. You have undertaken a role which demonstrates or requires those same attributes. You have also provided real life examples that relates to the relevant issues in your case.

Ms Paterson submitted that in considering all of the information that you have provided this panel, you have shown evidence of remediation. Ms Paterson submitted that it is of course difficult to provide evidence of how an individual's honesty and integrity has developed, but nonetheless, you were able to provide evidence of your reflection, what went wrong, and how you would act differently in the future. She therefore invited the panel to allow the order to lapse.

In addressing the public confidence in the profession, Ms Paterson submitted that the public confidence in the profession has been upheld because the seriousness of your conduct has already been marked by the Suspension Order and an informed member of the public would know that whilst it is a serious conviction, it is a one-off incident. You have demonstrated that you are extremely remorseful and deeply ashamed of what happened.

Ms Paterson submitted that if the panel was not with her, she invited the panel to consider an order that would sufficiently manage the risk and allow you to return to nursing to continue to be able to put what you have learned into practice and demonstrate your

honesty, integrity and willingness to speak up. She submitted that the other sanctions were disproportionate to the circumstances, especially in circumstances where you are taking steps towards full remediation.

The panel heard and accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired. The panel noted that the original panel found that you had insight into your failings and that you were remorseful of your actions. At this hearing, the panel noted that you made admissions and apologised for your actions that led to the conviction. When questioned during the course of this hearing about how you would handle the situation differently in the future, you told the panel that you would not allow a situation like that to happen again, and that you have become cautious and distrustful of others.

In its consideration of whether you have taken steps to strengthen your practice, the panel understood that you have not worked as a nurse since June 2023 and have worked in a self-employed capacity. It accepted that you cited money issues which explained why you had been unable to demonstrate more robust training and evidence. The panel took into account the training certificates that you provided at this hearing certificates for training which had been completed incrementally although printed only close to the date of this hearing, this included:

- Integrity and honesty Online Course (Church of Scientology, Volunteer Ministers), Dated 18 July 2024.
- Building Personal Character and Integrity for Business Success (Alison, Empower Yourself), completion date unknown.
- Applying Critical Thinking to Nursing (RCNi Learning), Dated 17 July 2024.
- Cultivating compassionate care for patients, service users and residents (RCNi Learning), Dated 16 July 2024

- Promoting patient safety through effective communication and teamwork (RCNi Learning), Dated 17 July 2024
- Reflection in Nursing Practice (RCNi Learning), Dated 16 July 2024
- Supporting effective lifestyle behaviour change interventions (RCNi Learning), Dated 17 July 2024.
- Understanding attitudes and their effects on nursing practices (RCNi Learning), Dated 17 July 2024
- Understanding bullying in healthcare organisations (RCNi Learning), Dated 17 July 2024
- Understanding the importance of kindness in nursing practice (RCNi Learning) Dated 17 July 2024.

The panel also had regard to your live evidence and your reflective piece written dated 6 July 2024:

'The training that I have successfully completed around honesty and integrity has not only assisted me to successfully identify these two scenarios, but other occasions too where I have demonstrated these key characteristics. They have also assisted me to grow and become a better person, understand how not to compromise on my values, identify right from wrong, to not be afraid to speak out, be open and honest, and to behave and conduct myself in a manner that indicates a positive, respectful and trustworthy individual. I believe that I stand again as a person of good character that can safely, professionally, skillfully, knowledgeably and effectively care for the general public again. I will not allow my morals, values, honesty and integrity to be overshadowed and discredited again. I endeavour to be self aware and process the insight to establish where improvements can be made both in my personal and work life.

I am fully aware and accept that my actions brought the nursing profession into disrepute, and as a result, my fitness to practice was questioned. I appreciate that the conviction I received would potentially cause the public and my colleagues concern, bring into question my character, and my behaviour to undermine the professional standards and public's

confidence in nurses as a whole, for this, I am regretful, ashamed, remorseful and will be forever apologetic. Prior to my conviction, I was always considered as being in high regard and of good character, honest, trustworthy, clinically knowledgeable, safe, ethical and always had the best interests of my patients, their relatives and my colleagues as my number one priority. Should I be given the opportunity, I will be this nurse again and prove to my future colleagues, peers, patients and the public that I am a nurse that abides by the code of practice/conduct and strive to meet the high standards that are expected and set by the NMC to safeguard the health and wellbeing of the public.

I accept responsibility for my despicable actions and hold myself solely accountable for my current position. I can only hope that you, the panel, allow me to return to nursing, have the opportunity to redeem myself and once again be a valued member of the nursing profession. I will maintain professionalism at all times and adhere to the standards, code of conduct and qualities that are expected from the NMC and the public.

I thank you for taking the time to read my reflective statement, and hope that you can see that nursing, and caring for the public has been and hopefully will be, my life. I feel that nursing was what I was meant to do, and who I was meant to be. It is all that I have known, and despite my personal choices in life, my nursing care and standards were always given to the absolute best of my abilities and knowledge. I still have so much more to offer and to give to the healthcare profession, I just hope and pray that I am lucky enough to continue my working life in nursing.'

Today's panel determined that whilst you had developing insight, your insight lacked depth and focus on the specific event that unfolded which led to your conviction. Particularly what led to the events, the impact that your action has had on the prison, the prisoners and how your actions has brought the reputation of the nursing profession into disrepute. Whilst it acknowledged that you were able to provide a good level of insight, the panel took the view that you needed to provide more evidence to assure the panel that the risk of harm to the public has been mitigated.

Accordingly, the panel found that because your insight is still developing, there is a risk of repetition and so there is a continued risk of harm (*Abrahaem v General Medical Council* [2008] EWHC 183 (admin)). The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel finds that your fitness to practise remains impaired.

Decision and reasons on sanction

Having found your fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

It then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where '*the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.*' The panel considered that your misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel considered substituting the current suspension order with a conditions of practice order. Despite the seriousness of your misconduct, there has been evidence produced to show that your insight is developing, that you have begun to take steps to strengthen your practice and that you wished to return to nursing. It bore in mind that the concerns raised were not in respect of your clinical practice but rather your ability to demonstrate full insight into your past action that led to your conviction.

The panel was satisfied that it would be possible to formulate practicable and workable conditions that, if complied with, may lead to your unrestricted return to practice and would serve to protect the public and the reputation of the profession in the meantime.

The panel decided that the public would be suitably protected as would the reputation of the profession by the implementation of the following conditions of practice:

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 a single substantive employer.
This must not be an agency
2. You must ensure that you have monthly meetings with your line manager or supervisor or mentor to discuss the following issues:
 - a) The importance of integrity and honesty in your personal and professional life including any issues or potential concerns arising in these regards within your working environment; and
 - b) The impact of your misconduct on colleagues, patients and the reputation of the profession.
3. You must have reflective discussions with your line manager or supervisor or mentor regarding the events that led to your misconduct and how you would deal with that if a similar situation

arose. Written evidence of this discussion must be sent to the NMC at least a month before your review hearing.

4. You must obtain a report from your line manager or supervisor or mentor detailing your progress in respect of condition 2 and 3. This report must be sent to the NMC prior to your review hearing.
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 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 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.
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 period of this order is for 12 months.

This conditions of practice order will take effect upon the expiry of the current suspension order, namely the end of 5 September 2024 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

A future reviewing panel may be assisted by:

- Your attendance.
- A detailed reflective piece which deals specifically with the events leading up to your conviction, the impact of your actions on your colleagues, prisoners, the prison and the prison service. You must include in your reflection the impact of your lapse of judgment and how you can ensure that this will not happen again in any context.

This will be confirmed to you in writing.

That concludes this determination.