

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 10 July 2024**

Virtual Hearing

Name of Registrant:	Alice Lucy O'Neil
NMC PIN	21D0923E
Part(s) of the register:	Registered Nurse – Sub Part 1 Children Nursing (level 1) – 8 September 2021
Relevant Location:	Newcastle
Panel members:	Nariane Chantler (Chair, Registrant member) Louise Jones (Lay member) Lynn Bayes (Registrant member)
Legal Assessor:	Tracy Ayling KC
Hearings Coordinator:	John Kennedy
Nursing and Midwifery Council:	Represented by Dr Lucie Danti, Case Presenter
Miss O'Neil:	Not present and unrepresented at this hearing in person
Interim order to be reviewed:	Interim conditions of practice order (12 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 and the public interest maintained 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. [PRIVATE]
2. You must restrict your nursing practice to one single substantive employer which must not be an agency.
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working on the same shift as but not always directly observed by a registered nurse.
5. You must meet with your line manager, mentor or supervisor monthly to discuss your performance and conduct with specific reference to:
 - a. Oxygen therapy
 - b. Medication administration and management
6. You must submit a report to the NMC before the next review hearing from your line manager, mentor or supervisor commenting on your progress in relation to:

- a. Oxygen therapy
 - b. Medication administration and management
7. 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.
8. 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.
9. 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.
10. 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
11. 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 decided to confirm this varied interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss O'Neil'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, Miss O'Neil 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. Miss O'Neil'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 Miss O'Neil. The NMC will write to Miss O'Neil when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss O'Neil in writing.

That concludes this determination.