

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

**Substantive Order Review Meeting
Monday, 15 July 2024**

Virtual Meeting

Name of Registrant: Rebecca Snape

NMC PIN 14F1469E

Part(s) of the register: Registered Nurse – RNA, Adult Nursing (April 2015)

Relevant Location: Lancashire

Type of case: Misconduct/Health

Panel members: John Vellacott (Chair, Lay member)
Alison Bielby (Registrant member)
Alison Hayle (Lay member)

Legal Assessor: Ruth Mann

Hearings Coordinator: Tyrena Agyemang

Order being reviewed: Suspension order (12 months)

Fitness to practise: Impaired

Outcome: **Suspension order (12 months) to come into effect on 1 September 2024 in accordance with Article 30 (1)**

Decision and reasons on service of Notice of Meeting

The panel noted at the start of this meeting that the Notice of Meeting had been sent to Mrs Snape's registered email address by secure email on 11 June 2024.

The panel took into account that the Notice of Meeting provided details of the review that the review meeting would be held no sooner than 15 July 2024 and inviting Mrs Snape to provide any written evidence seven days before this date.

The panel accepted the advice of the legal assessor.

In the light of all of the information available, the panel was satisfied that Mrs Snape has been served with notice of this meeting in accordance with the requirements of Rules 11A and 34 of the Nursing and Midwifery Council (Fitness to Practise) Rules 2004 (as amended) (the Rules).

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

At the outset of the meeting, the panel considered whether this case should be held in private on the basis that proper exploration of Mrs Snape's case involves references to her health. The application was made pursuant to Rule 19 of Nursing and Midwifery Council (Fitness to Practise) Rules 2004, as amended (the Rules).

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.

Rule 19 states:

'19.— (1) Subject to paragraphs (2) and (3) below, hearings shall be conducted in public.'

- (2) *Subject to paragraph (2A), a hearing before the Fitness to Practise Committee which relates solely to an allegation concerning the registrant's physical or mental health must be conducted in private.*
- (2A) *All or part of the hearing referred to in paragraph (2) may be held in public where the Fitness to Practise Committee—*
- (a) *having given the parties, and any third party whom the Committee considers it appropriate to hear, an opportunity to make representations; and*
 - (b) *having obtained the advice of the legal assessor, is satisfied that the public interest or the interests of any third party outweigh the need to protect the privacy or confidentiality of the registrant.*
- (3) *Hearings other than those referred to in paragraph (2) above may be held, wholly or partly, in private if the Committee is satisfied—*
- (a) *having given the parties, and any third party from whom the Committee considers it appropriate to hear, an opportunity to make representations; and*
 - (b) *having obtained the advice of the legal assessor, that this is justified (and outweighs any prejudice) by the interests of any party or of any third party (including a complainant, witness or patient) or by the public interest.*

- (4) *In this rule, “in private” means conducted in the presence of every party and any person representing a party, but otherwise excluding the public.’*

Having noted that there will be reference to Mrs Snape’s health and charges in respect of health, which are intrinsically linked to the misconduct in this case, the panel determined to hold the entirety of the meeting in private.