

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday 14 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Feba Daniel
<b>NMC PIN</b>	19K05170
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 18 November 2019
<b>Relevant Location:</b>	Armagh City, Banbridge and Craigavon
<b>Panel members:</b>	Katriona Crawley (Chair, Lay member) Sue Gwyn (Registrant member) Neil Calvert (Lay member)
<b>Legal Assessor:</b>	Andrew Young
<b>Hearings Coordinator:</b>	Sabrina Khan
<b>Nursing and Midwifery Council:</b>	Represented by David Claydon, Case Presenter
<b>Mrs Daniel:</b>	Present and represented by James Wilkinson of UNISON
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 practice as a registered nurse to a maximum of two substantive employers, these must not be agencies.
2. You must not be the nurse in charge or the sole nurse on duty.
3. You must ensure that you are supervised by another registered nurse at any time you are working. Except as provided for in condition 4 below, your supervision would involve working on the same shift as, but not directly observed by, another registered nurse.
4. You must be directly supervised by another registered nurse when managing and administering medication, until you have been signed off as competent by another registered nurse, on behalf of each respective employer. This documentation must be provided to your NMC case officer within 7 days of you being signed off as competent to administer medication.
5. You must meet with your clinical line manager(s), mentor(s) or supervisor(s) for each employer on a weekly basis to discuss your clinical performance in relation to:
  - Documentation and record keeping

- Planning and prioritising patient care
  - Recognition and escalation of concerns relating to deteriorating patients
  - Medicines management and administration
  - Accurate recording of fluid balance charts
  - Appropriate management of infection control and adherence to policies and procedures
6. You must provide a report from your clinical line manager(s), mentor(s) or supervisor(s) from each employer to your NMC case officer prior to any review hearing commenting on your clinical performance and specifically in relation to the areas listed in condition 5.
7. You must keep the NMC informed about anywhere you are working by:
- a. Telling your case officer within 7 days of 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. Your current employer and any future employers.
  - b. 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. Your current employer
- b. Any other employer
- c. Any educational establishment
- d. Any other person(s) involved in your retraining and/or supervision required by these conditions.

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

This will be confirmed to Mrs Daniel in writing.

That concludes this determination.