

Nursing and Midwifery Council

Investigating Committee

New Interim Order Hearing

Friday, 28 June 2024

Name of Registrant:	Elizabeth Fitzpatrick
NMC PIN	82B0293S
Part(s) of the register:	Registered Nurse - Adult RN1 April 2000 P791 April 2000
Relevant Location:	Wythall
Panel members:	Mahjabeen Agha (Chair, Lay member) Catherine Lund (Registrant member) Caroline Browne (Lay member)
Legal Assessor:	Robin Ince
Hearings Coordinator:	Yasmina Di Gesualdo
Nursing and Midwifery Council:	Represented by David Claydon, Case Presenter
Mrs Fitzpatrick:	Not present and not represented
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to impose an interim conditions of practice order for a period of 18 months.

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 only work for a single substantive employer or for an agency for no less than 3 months.
2. You must not be the nurse in charge of any shift at any time.
3. You must be indirectly supervised. Your supervision must consist of:
 - a) Working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.
4. You must meet fortnightly with your line manager, mentor or supervisor to discuss the following:
 - a) Your well-being and performance;
 - b) Compliance with policies around risk management, patient safety incidents and care planning;
 - c) All relevant training as identified by yourself and your line manager, mentor or supervisor.
5. Your line manager must send the NMC in advance of any NMC review hearing or meeting a report addressing the following:
 - a) Your well-being and performance;

- b) Compliance with policies around risk management, patient safety incidents and care planning;
 - c) All relevant training as identified by yourself and your line manager, mentor or supervisor.
6. You must provide the NMC a copy of all relevant training undertaken
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 agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) 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

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

This will be confirmed to Mrs Fitzpatrick in writing.

That concludes this determination.