

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 11 June 2024**

Virtual Hearing

Name of Registrant:	Sarah Helen Griffiths
NMC PIN	92Y0857E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing – 03 September 1995
Relevant Location:	Somerset
Panel members:	Angela Williams QPM (Chair, Lay Member) Vikki Crickmore (Registrant Member) Stephanie Hayle (Lay Member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Angela Nkansa-Dwamena
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Mrs Griffiths:	Not present and not represented at the hearing.
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the continuation 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. You must limit your nursing practice to one substantive employer. If the substantive employer is an agency, you must work in each clinical placement for a continuous period of not less than three months.
2. You must ensure that you are supervised by your line manager or supervisor, any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly supervised by your line manager or supervisor.
3. You must work with your line manager, supervisor or mentor, to create a personal development plan (PDP) and meet monthly with them to discuss your progress. Your PDP must address the following areas:
 - a) Medication administration and management.
 - b) Record-keeping and documentation.
 - c) Clinical assessment and management of referrals.
4. You must send a report from your line manager, supervisor or mentor, to the NMC, setting out your progress with regards to the

areas specified in condition three, prior to any review hearing or meeting.

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 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.

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 panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Griffiths' 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 Griffiths 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, 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. Mrs Griffiths' case officer will write to her about this in due course.

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

This will be confirmed to Mrs Griffiths in writing.

That concludes this determination.