

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 22 May 2024**

Virtual Hearing

Name of registrant: **Ms Lorna Fell**

NMC PIN: 13A1654E

Part(s) of the register: Registered Nurse
Nursing - RNA – March 2013

Panel members: Kiran Gill (Chair, Lay member)
Karen McCutcheon (Registrant member)
Louise Geldart (Lay member)

Legal Assessor: John Bassett

Hearings Coordinator: Maya Khan

Nursing and Midwifery Council: Represented by James Wilson, Case
Presenter

Ms Fell: 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 make an interim conditions of practice order for 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 restrict your nursing practice to one substantive employer. If this employer is an agency, you must not accept a placement for less than six months.
2. You must not be the nurse in charge.
3. You must ensure you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
4. For the first 12 weeks of your employment, you must be directly supervised by another registered nurse at any time you are involved in the administration or management of medication. Thereafter, you must continue to be directly supervised until you have been formally assessed by another registered nurse as competent to administer and manage medication independently. You must send written evidence of this assessment to your NMC case officer within 7 days of the assessment.
5. You must meet with your line manager, mentor or supervisor on a fortnightly basis to discuss your conduct and clinical performance and particularly in relation to the following areas:
 - a. Administration and management of medication

- b. Adherence to policy and procedures
 - c. Compliance with these conditions
6. You must send a report from your line manager, mentor or supervisor to your NMC case officer prior to any review hearing or meeting, which addresses the areas listed in condition 5.
7. You must keep us 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

The panel decided to impose the interim conditions of practice order for a period of 18 months to allow the NMC sufficient time to investigate these matters.

Unless Ms Fell's case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at this meeting and Ms Fell will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, the panel will review the interim order at a hearing which Ms Fell will be invited to attend in person, send a representative on her behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Ms Fell. The NMC will write to Ms Fell when the case is ready for the next stage of the fitness to practise process.

That concludes this determination.

This decision will be confirmed to Ms Fell in writing.

