

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday 19 November 2024**

Virtual Hearing

Name of Registrant:	Feba Daniel
NMC PIN	19K05170
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 18 November 2019
Relevant Location:	Armagh City, Banbridge and Craigavon
Panel members:	Nariane Chantler (Chair – Registrant member) Reni Aina (Lay member) Michelle Mello (Registrant member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Vicky Green
Nursing and Midwifery Council:	Represented by Shabeena Azhar, Case Presenter
Mrs Daniel:	Present and represented by James Wilkinson, Unison
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

'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.

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

Unless your 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, you or the 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. Your case officer will write to you about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.