

**Nursing and Midwifery Council
Investigating Committee**

Interim Order Review Meeting

Tuesday, 15 October 2024

Virtual Meeting

Name of Registrant:	Sally Ann Davies
NMC PIN	86G0740E
Part(s) of the register:	Registered Nurse - Sub Part 2 Adult Nursing (Level 2) - 23 August 1988 Registered Nurse - Sub Part 1 Adult Nursing (Level 1) - 19 July 1996
Panel members:	Nariane Chantler (Chair, Registrant member) Carole Panteli (Registrant member) Gill Murgatroyd (Lay member)
Hearings Coordinator:	Petra Bernard
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 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 nursing practice to one substantive employer. If this is an agency, any clinical placement must be for a minimum period of three months.*
- 2. You may not return to work until you are signed off fit to do so by your GP and/or occupational health practitioner.*
- 3. When you return to work, you must not be the nurse in charge or sole nurse on duty during any shift.*
- 4. You must not be involved in any medication administration without direct supervision until you have been deemed competent to do so by your line manager, mentor or supervisor.*
- 5. Having been formally assessed and signed off as competent to administer medication, a verification of this must be sent to the NMC within 7 days of sign off date.*
- 6. You must have at least fortnightly meetings with your line manager, mentor or supervisor to discuss your clinical performance. In particular:*

- a. *medicine administration and management;*
 - b. *record keeping; and*
 - c. *escalation of concerns.*

- 7. *You must submit a report from your line manager, mentor and/or supervisor prior to any future review hearing, in relation to:*
 - a. *medicine administration and management;*
 - b. *record keeping; and*
 - c. *escalation of concerns.*

- 8. *You must immediately give a copy of these conditions to:*
 - a. *Your general practitioner.*
 - b. *Your occupational health practitioner(s).*
 - c. *Any other registered medical practitioner or therapist responsible for your care.*

- 9. *You must allow the following parties to share information about your health, treatment and compliance with these conditions with us and with each other:*
 - a. *Your general practitioner;*
 - b. *Your occupational health practitioner(s);*
 - c. *Any other registered medical practitioner or therapist responsible for your care.*

- 10. *You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:*
 - a. *Your general practitioner.*
 - b. *Your occupational health practitioner(s).*
 - c. *Any other registered medical practitioner or therapist responsible for your care.*

11. *Whether or not you are working as a registered nurse at the time your case is being reviewed, you must obtain a report from your general practitioner and/or occupational health practitioner and send this to your NMC case officer prior to any review hearing. The report must contain details of your health and treatment.*

12. *You must remain under the care of your general practitioner and occupational health practitioner. You must attend appointments as requested by them. You must follow any advice they give and/or any recommendations they make.*

13. *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.*

14. *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.*

15. *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.*

16. *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.*

17. 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 Ms Davies' case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Ms Davies 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, a panel will review the interim order at a hearing which Ms Davies will be invited to attend in person, send a representative on Ms Davies' 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.

This will be confirmed to Ms Davies in writing.

That concludes this determination.