

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Wednesday, 16 October 2024**

Virtual Hearing

<b>Name of Mrs Erive:</b>	Susan D Erive
<b>NMC PIN</b>	06A01610
<b>Part(s) of the register:</b>	Registered Nurse Adult Nurse - 10 January 2006
<b>Relevant Location:</b>	Powys County
<b>Panel members:</b>	Debbie Hill (Chair, Lay member) Sarah Fleming (Mrs Erive member) David Hull (Lay member)
<b>Legal Assessor:</b>	Cyrus Katrak
<b>Hearings Coordinator:</b>	Audrey Chikosha
<b>Nursing and Midwifery Council:</b>	Represented by Tom Hamilton, Case Presenter
<b>Mrs Erive:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (15 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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 practice to one substantive employer which can be an agency. If it is an agency, you must only accept single placements lasting a minimum of 12 weeks.
2. You must not work as the registered nurse in charge on any shift.
3. You must ensure that you are indirectly 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 a registered nurse.
4. You must not administer medication unless directly supervised until you have been assessed as competent by another registered nurse appointed for that purpose by your employer. Written confirmation of achieving this competency should be forwarded to your NMC case officer within seven days of completion.
5. Your supervision must include monthly meetings with your manager/supervisor/mentor to discuss your clinical performance including:
  - a) Responding appropriately to patient needs.
  - b) Medication management and administration.
  - c) Escalation of clinical concerns.

6. You must send a report from your workplace line manager, supervisor or mentor addressing your clinical performance, to the NMC, prior to any review hearing or meeting which should include:

- a) Responding appropriately to patient needs.
- b) Medication management and administration.
- c) Escalation of clinical concerns.

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.
- e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

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 Erive'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 Erive 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Erive. The NMC will keep Mrs Erive informed of developments in relation to that issue.

This will be confirmed to Mrs Erive in writing.

That concludes this determination.