

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

**Interim Order Review Hearing
Wednesday, 4 September 2024**

Virtual Hearing

Name of Registrant:	Rebecca Griffiths
NMC PIN	21J0084E
Part(s) of the register:	Registered Nurse – Adult Nursing (Level 1) 5 April 2022
Relevant Location:	Swale
Panel members:	Vicki Wells (Chair, registrant member) Tanya Tordoff (Registrant member) Janine Green (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Catherine Blake
Nursing and Midwifery Council:	Represented by Lucie Danti, Case Presenter
Miss 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 varied

Decision and reasons on interim order

The panel decided to vary 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 varied 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. [PRIVATE].
2. [PRIVATE].
3. [PRIVATE].
4. You must limit your practice to one substantive employer.
5. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of indirect supervision by working at all times on the same shift as, but not always directly observed by a registered nurse. If you are working in a community setting, your supervision must include being able to consult with your supervisor, either remotely or in person, before, during and after a patient visit.
6. You must work with your line manager, supervisor or mentor to develop a personal development plan which should include:
 - a. Aseptic technique and wound care
 - b. Record keeping
 - c. Team working
 - d. Professional conduct

You must send a copy of the personal development plan to your NMC case officer before the next review hearing.

7. You must have monthly meetings with your line manager, supervisor or mentor to discuss your progress in relation to your personal development plan [PRIVATE].
8. You must send a report from your line manager, supervisor or mentor to your NMC case officer before the next review hearing, commenting on your progress against your personal development plan [PRIVATE].
9. 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.
10. 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.
11. 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.

12. 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.

13. 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 Miss 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, Miss 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. Miss Griffiths' case officer will write to her about this in due course.

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

This will be confirmed to Miss Griffiths in writing.

That concludes this determination.