

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 13 September 2024**

Virtual Hearing

Name of Registrant:	Miss Sarah Elizabeth Russell
NMC PIN	20K0306E
Part(s) of the register:	Registered Nurse Adult- RNA- April 2021
Relevant Location:	Worcester
Panel members:	Godfried Attafua (Chair, Registrant member) Cherry Brennan (Registrant member) Noreen Quraishi (Lay member)
Legal Assessor:	John Donnelly
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by Isabella Kirwan, Case Presenter
Miss Russell:	Not present but represented by Khaled Hussain-Dupré in her absence
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 a period of 18 months.

The panel was satisfied that the public would be sufficiently protected by the implementation of the following 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. You must limit your nursing practice to one substantive employer, that must not be an agency.
2. You must not be the nurse in charge any time you are working.
3. You must ensure that you are directly supervised by another registered nurse any time you are involved in the administration or management of medication, until you are assessed and signed off as competent to do so. You must send evidence of this to the NMC within 7 days of the completion of the assessment.
4. You must ensure that you are supervised anytime you are working. Your supervision must consist of working on the same shift as, but not always directly observed by another registered nurse.
5. You must meet with your line manager, mentor or supervisor fortnightly to have reflective discussions with specific reference to:
 - Escalation of patient care
 - Record keeping and review of records
 - Communication

- Medicine management and administration
6. You must obtain a report from your line manager, mentor or supervisor commenting on your performance in relation to:
- Escalation of patient care
 - Record keeping and review of records
 - Communication
 - Medicine management and administration

A copy of the report must be provided to the NMC before every review hearing.

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 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.
10. You must tell your NMC 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 NMC 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 Russell'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, Miss Russell 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 order, or vary any condition of it, or it may replace the interim conditions of practice order 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 Miss Russell. The NMC will write to Miss Russell when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Russell in writing.

That concludes this determination.