

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 24 September 2024**

Virtual Hearing

<b>Name of Miss Suitor:</b>	<b>Rachael Suitor</b>
<b>NMC PIN</b>	22A3392E
<b>Part(s) of the register:</b>	Registered Nurse - Adult RNA (September 2022)
<b>Relevant Location:</b>	Craigavon
<b>Panel members:</b>	Rama Krishnan (Chair, Lay member) Marianne Scott (Miss Suitor member) Linda Hawkins (Lay member)
<b>Legal Assessor:</b>	Breige Gilmore
<b>Hearings Coordinator:</b>	Eleanor Wills
<b>Nursing and Midwifery Council:</b>	Represented by Stephen Page, Case Presenter
<b>You:</b>	Present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 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 nursing practice to one substantive employer, which must not be an agency.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are 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 of Band 6 or above.
4. You must be directly supervised at all times in the management and administration of medication.
5. You must meet with your line manager, mentor, or supervisor (or their nominated deputy) weekly to discuss your:
  - medication management and administration,
  - record keeping,
  - clinical practice,
  - handover to colleagues,
  - care plans and pathways,
  - recognising and escalating deteriorating patients, and
  - effective communication.

6. You must send a report to the NMC before any review hearing or meeting from your line manager, mentor, or supervisor (or their nominated deputy) commenting on your:
  - medication management and administration,
  - record keeping,
  - clinical practice,
  - handover to colleagues,
  - care plans and pathways,
  - recognising and escalating deteriorating patients, and
  - effective communication.
  
7. You must keep the NMC informed about anywhere you are working by:
  - Telling your case officer within seven days of accepting or leaving any employment.
  - Giving your case officer your employer's contact details.
  
8. You must keep the NMC informed about anywhere you are studying by:
  - Telling your case officer within seven days of accepting any course of study.
  - 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:
  - Any organisation or person you work for.
  - Any employers you apply to for work (at the time of application).
  - 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:

- Any clinical incident you are involved in.
- Any investigation started against you.
- 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:

- Any current or future employer.
- Any educational establishment.
- Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Miss Suitor'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 Suitor 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.

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

This will be confirmed to Miss Suitor in writing.

That concludes this determination.