

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday 09 September 2024**

Virtual Hearing

Name of Registrant:	Stephanie Swarbrick
NMC PIN	10B1482E
Part(s) of the register:	Registered Nurse RCN – March 2010
Relevant Location:	England
Panel members:	Jill Wells (Chair, Lay member) Yvonne Wilkinson (Registrant member) Stephanie Hayle (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Hazel Ahmet
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Miss Swarbrick:	Present and represented by Ciaran Roddy.
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.

In the light of this, the panel decided that there were workable conditions that could be formulated that would mitigate the risks surrounding the allegations raised against you. As such it 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 single substantive employer which must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by a line manager/mentor/supervisor who is also a registered nurse at 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 have fortnightly meetings with your line manager/mentor/supervisor to discuss your general performance and conduct including the following:
 - a) Following care plans;
 - b) Following policies and procedures;

- c) Administration and management of medication;
 - d) Record keeping;
 - e) Professional behaviour towards colleagues;
 - f) Professional conduct and professional boundaries with patients;
 - g) Identifying training needs;
 - h) Your general health and wellbeing.
5. You must provide a report from your line manager/mentor/supervisor to your NMC Case Officer in relation to your progress/practice relating to the following before the next review:
- a) Following care plans;
 - b) Following policies and procedures;
 - c) Administration and management of medication;
 - d) Record keeping;
 - e) Professional behaviour towards colleagues;
 - f) Professional conduct and professional boundaries with patients;
 - g) Identifying training needs;
 - h) Your general health and wellbeing.
6. 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.
7. 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.
8. 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.
9. 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.
10. 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

The panel decided to make this interim order for a period of 18 months in order to allow the NMC to undergo the relevant investigations in relation to this case.

Unless your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.