

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 11 September 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Syna Xavier</b>
<b>NMC PIN</b>	23J16300
<b>Part(s) of the register:</b>	Registered Nurse Adult - RNA - October 2023
<b>Relevant Location:</b>	Camden
<b>Panel members:</b>	Sarah Hamilton (Chair, Lay member) Sue Gwyn (Registrant member) Neil Calvert (Lay member)
<b>Legal Assessor:</b>	Graeme Henderson
<b>Hearings Coordinator:</b>	Tyrena Agyemang
<b>Nursing and Midwifery Council:</b>	Represented by Anna Rubbi, Case Presenter
<b>Ms a:</b>	Present and unrepresented
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **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 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 or the sole nurse on duty, while practising as a registered nurse.
3. You must be directly supervised by another registered nurse any time you are performing diabetic monitoring or the recording of monitoring results until you are deemed competent to do so. Such assessment of competency must be carried out by a registered nurse of band 6 or above. You must then provide the NMC with evidence of your competence once completed.
4. At all other times when you are practising as a registered nurse, you must be indirectly supervised. Indirect supervision means working at all times on the same shift as, but not always directly observed by another registered nurse.
5. You must meet with your line manager or supervisor, every month to discuss your monitoring of blood glucose levels and the recording of those results.

6. You must send a report to the NMC from your line manager or supervisor commenting on your monitoring of blood glucose levels and the recording of those results, before any interim order 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 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 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 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.