

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

**Interim Order Review Hearing
Thursday, 17 April 2025**

Virtual Hearing

Name of Registrant: Olivia Phillips

NMC PIN: 18E0233E

Part(s) of the register: Registered Nurse - Adult
RNA September 2019

Relevant Location: Cumberland

Panel members: Derek McFaull (Chair, Lay member)
Roisin Toner (Registrant member)
Paula Charlesworth (Lay member)

Legal Assessor: Fiona Barnett

Hearings Coordinator: Franchessca Nyame

Nursing and Midwifery Council: Represented by Naa-Adjeley Barnor, Case
Presenter

Miss Phillips: Present and represented by Christopher
Geering, instructed by The Medical and Dental
Defence Union of Scotland (MDDUS)

Interim order to be reviewed: Interim conditions of practice order (18
months)

Outcome of review: **Interim conditions of practice order
confirmed**

Decision and reasons on interim order

The panel decided to confirm 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 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. If you are employed by an agency, any placement must be for a minimum of three months.
2. When undertaking diabetic foot assessments, you must ensure that you are directly supervised by another registered nurse until you have been assessed as competent to do so independently by a Registered Nurse. Once assessed as competent to undertake diabetic foot assessments, you must provide evidence to the Nursing and Midwifery Council (NMC) before the next review hearing or meeting.
3. You must ensure you meet with your line manager or supervisor at least once every four weeks to discuss your performance in relation to:
 - a) Undertaking diabetic foot assessments
 - b) Record keeping in relation to diabetic foot assessments
4. You must provide a report before any review hearing or meeting to the NMC from your line manager or supervisor commenting on your performance in relation to:

- a) Undertaking diabetic foot assessments
 - b) Record keeping in relation to diabetic foot assessments.
5. 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.
6. 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.
7. 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
8. 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.
9. 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 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 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. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.