

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday 30 January 2025 and 5 February 2025**

Virtual Hearing

Name of Registrant:	Elizabeth Bronwen Neale
NMC PIN	98D0014W
Part(s) of the register:	Specialist Practitioner - District Nursing – SPDN – July 2004 Registered Nurse – RNA – April 2001 Nurse Independent – V3 – September 2015 District Nursing – DNDN – July 2004 Community Practitioner Nurse Prescriber – V100 – July 2003
Relevant Location:	Wales
Panel members:	Judith Ebbrell (Chair, Lay member) Winifda Ngoshi (Registrant member) Michaela Higgins (Lay member)
Legal Assessor:	Sean Hammond (30 January 2025) Juliet Gibbon (5 February 2025)
Hearings Coordinator:	Hazel Ahmet
Nursing and Midwifery Council:	Represented by Uzma Khan, (30 January 2025) Eilish Lindsay, (5 February 2025)
Mrs Neale:	Present and represented by Medical Defence Organisation (Mr McCartney)
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.

'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 a single substantive employer. This can be an agency; however, one single placement must be for no less than a 3-month period.
2. You must have monthly meetings with your line manager/mentor/supervisor to discuss the following in relation to the following:
 - a) Record keeping, including retrospective entries.
 - b) Management of your clinical case load.
3. You must maintain verifiable and accurate patient records that are reviewed and audited by your line manager/supervisor or mentor on a monthly basis.
4. You must send a report from your line manager/mentor/supervisor prior to the NMC prior to any review hearing, outlining your discussion in relation the mentioned areas in condition 2 and 3.
5. You must keep us 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 us 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 agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) 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

The panel decided to make this interim conditions of practice order for a period of 18 months.

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.