

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Thursday, 6 February 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Heather Victoria Southall</b>
<b>NMC PIN</b>	2112823E
<b>Part(s) of the register:</b>	Registered Nurse – Adult – RNA – March 2022
<b>Relevant Location:</b>	Taunton
<b>Panel members:</b>	Dr Gary Tanner (Chair, lay member) Sue Gwyn (Registrant member) Michael Lupson (Lay member)
<b>Legal Assessor:</b>	Ian Ashford-Thom
<b>Hearings Coordinator:</b>	Clara Federizo
<b>Nursing and Midwifery Council:</b>	Represented by Raj Joshi, Case Presenter
<b>Miss Southall:</b>	Not present and not represented at the hearing
<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.

. As such it has determined that the following conditions are necessary, 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 restrict your employment to one substantive employer. If you work via an agency, any placement must be for a minimum period of 3 months.
2. You must not be the nurse in charge or the sole nurse on duty on any shift.
3. You must be directly supervised any time you are administering or managing medication by another registered nurse until assessed as competent to do so independently by a workplace line manager or supervisor who is a registered nurse. Evidence of this must be provided to your NMC case officer within two weeks of you being assessed as competent.
4. You must meet monthly with your line manager or supervisor to discuss:
  - a. Medication practice
  - b. Record keeping
  - c. [PRIVATE]
5. You must send the NMC a report in advance of the next NMC hearing from your line manager/supervisor commenting on the matters set out at a – c in condition 4, as set out above.
6. [PRIVATE]

7. [PRIVATE]

8. 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.

9. 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.

10. 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.

11. 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.

12. 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 Miss Southall'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 Southall 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 Miss Southall. The NMC will write to Miss Southall when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Southall in writing.

That concludes this determination.