

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 28 January 2025**

Virtual Hearing

Name of Registrant: Sallie Elizabeth Channon

NMC PIN: 98A0586E

Part(s) of the register: Registered Nurse
Adult – RNA – March 2002

Relevant Location: Essex

Panel members: Jill Wells (Chair, lay member)
Aileen Cherry (Registrant member)
Anne Brown (Lay member)

Legal Assessor: Lee Davies

Hearings Coordinator: Monowara Begum

Nursing and Midwifery Council: Represented by Jerome Burch, Case
Presenter

Miss Channon: Present and represented by Mr Dan Santos-
Costa, instructed by Royal College of Nursing
(RCN)

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 only work for one substantive employer, which may be an agency.
2. If your employer is an agency, you must only accept placements of a minimum of one month duration.
3. You must not be the sole nurse on duty on any ward, shift or unit.
4. If your employer is an agency, you must request that the agency obtain feedback on a regular basis from your placement(s).
5. You must provide a report to the NMC from the line manager or supervisor of your employer if in a substantive post, or placement(s) and agency if appropriate, seven days before any review. The report(s) should comment on:
 - a) Your assessment of patients.
 - b) Responding to deteriorating patients.
 - c) Escalating concerns appropriately.
 - d) Interaction with colleagues.
 - e) Treating patients with dignity.
 - f) Feedback obtained by the agency from placement(s) if relevant.

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 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.

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

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.