

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday 31 March 2025**

Virtual Hearing

Name of Mrs Delaney:	Rachael Anne Delaney
NMC PIN	22H1085E
Part(s) of the register:	Registered Nurse Adult- RNA-October 2023
Relevant Location:	Bradford
Panel members:	Maureen Gunn (Chair, Registrant member) Nicola Harvey (Registrant member) Louise Jones (Lay member)
Legal Assessor:	Fiona Moore
Hearings Coordinator:	Emily Mae Christie
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Mrs Delaney:	Present and represented by James Wilkinson of UNISON
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 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 a single substantive employer which should not be an agency or bank work.
2. You must be directly supervised at any time that you are administering medications until you are assessed and deemed competent to do so independently by another registered nurse.

You must send the NMC evidence of successful assessment within seven days of completion.
3. You must not undertake doppler assessment of patients or apply compression bandaging independently until you are assessed and deemed competent to do so by another registered nurse. You must send the NMC evidence of successful assessment within seven days of completion.
4. You must ensure that you have fortnightly meetings with your line manager, mentor, or supervisor to discuss:
 - Medication administration;
 - Record keeping;
 - Leg ulcer management;

5. You must provide to the NMC before any review hearing a report from your line manager, mentor or supervisor detailing your compliance with these conditions with specific reference to:
 - Medication administration;
 - Record keeping;
 - Leg ulcer management;
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 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).
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 other person(s) involved in your retraining and/or supervision required by these conditions

Unless Mrs Delaney'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, Mrs Delaney 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 Mrs Delaney. The NMC will write to Mrs Delaney when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Delaney in writing.

That concludes this determination.