

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 19 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Elizabeth Dobie
<b>NMC PIN</b>	80I3678E
<b>Part(s) of the register:</b>	Registered Nurse – Adult RN1 – November 1983
<b>Relevant Location:</b>	West Yorkshire
<b>Panel members:</b>	Ingrid Lee (Chair, lay member) Cherry Brennan (Registrant member) Wendy West (Lay member)
<b>Legal Assessor:</b>	Lachlan Wilson
<b>Hearings Coordinator:</b>	Hanifah Choudhury
<b>Nursing and Midwifery Council:</b>	Represented by Hena Patel, Case Presenter
<b>Ms Dobie:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim suspension order (18 months)
<b>Outcome of review:</b>	<b>Interim suspension order replaced with interim conditions of practice order</b>

## Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 one substantive employer, which must not be an agency.
2. You must not be a lone worker. You must present to the nurse in charge at the commencement of each working day.
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. You must meet with your line manager or supervisor fortnightly, to discuss:
  - a) [PRIVATE]
  - b) Your performance in the workplace.

9. You must send a report from your line manager or supervisor to the NMC prior to any review meeting or hearing outlining:
  - a) [PRIVATE]
  - b) Your performance in the workplace.
  
10. 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.
  
11. 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.
  
12. 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.
  
13. 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.

14. 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 Ms Dobie'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, Ms Dobie 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 Ms Dobie. The NMC will write to Ms Dobie when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Dobie in writing.

That concludes this determination.