

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday 30 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Feba Daniel
<b>NMC PIN</b>	19K05170
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing(Level 1) – 18 November 2019
<b>Relevant Location:</b>	Armagh City, Banbridge and Craigavon
<b>Panel members:</b>	Liz Maxey (Chair, registrant member) Alison Fisher (Lay member) Helen Hughes (Registrant member)
<b>Legal Assessor:</b>	Natalie Amey-Smith
<b>Hearings Coordinator:</b>	Brenda Eze
<b>Nursing and Midwifery Council:</b>	Represented by Ruhena Parker, Case Presenter
<b>Mrs Daniel:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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 practice as a registered nurse to Hockley Private Nursing Home and this employment must not be through an agency.
2. You must not be the nurse in charge or the sole nurse on duty.
3. You must be directly supervised by another registered nurse until you have been signed off as competent by your employer in all the following areas:
  - Documentation and record keeping
  - Planning and prioritising patient care
  - Recognition and escalation of concerns relating to deteriorating patients
  - Medicines management and administration
  - Accurate recording of fluid balance charts
  - Appropriate management of infection control and adherence to policies and procedures
4. You must meet with your clinical line manager, mentor or supervisor on a fortnightly basis to discuss your conduct and clinical performance in relation to the areas listed in condition 3.

5. You must provide a report from your clinical line manager, mentor or supervisor to the NMC prior to any review hearing on your general conduct and clinical performance and specifically in relation to the areas listed in condition 3.
6. You must keep the NMC informed about anywhere you are working by:
  - a. Telling your case officer within 7 days of 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. Hockley Private Nursing Home
  - b. 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. Hockley Private Nursing Home
  - b. Any educational establishment.
  - c. Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Daniel'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 Daniel 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Daniel's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Daniel. The NMC will write to Mrs Daniel when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Daniel in writing.

That concludes this determination.