

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Friday, 16 February 2024**

Virtual Hearing

Name of Registrant:	Ellen Banks
NMC PIN	94A0026E
Part(s) of the register:	Registered Nurse - Mental Health – level 1 (13 January 1997)
Relevant Location:	Hartlepool
Panel members:	Rachel Ellis (Chair, lay member) Catherine Cooper (Registrant member) Melanie Swinnerton (Lay member)
Legal Assessor:	Michael Levy
Hearings Coordinator:	Flynn Cammock-Nicholls
Nursing and Midwifery Council:	Represented by Rosalind Young, Case Presenter
Miss Banks:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

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 nursing practice to a single substantive employer. If that employer is an agency, then your place of work must be a single place of employment.
2. You must not be the nurse in charge, the sole nurse on duty, or visit any patients in the community unaccompanied.
3. You must ensure that you are supervised by another registered nurse at any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must meet at least once a month with your line manager, mentor or supervisor to discuss your conduct. Your line manager, mentor or supervisor must provide a report regarding your conduct to your case officer prior to any review hearing.
5. 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.
6. 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.
7. 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.
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 educational establishment.
 - c. Any other person(s) involved in your retraining and/or supervision required by these conditions.

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

Unless Miss Banks'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 Banks 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. Miss Banks's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Banks. The NMC will keep her informed of developments in relation to that issue.

This will be confirmed to Miss Banks in writing.

That concludes this determination.