

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

**Interim Order Review Hearing
Wednesday, 21 February 2024**

Virtual Hearing

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| Name of Registrant: | Elizabeth Sarah Lennon |
| NMC PIN | 97D0010E |
| Part(s) of the register: | Registered Nurse – Sub Part 1 Children Nursing L1 – July 2000 |
| Relevant Location: | Northampton |
| Panel members: | Richard Youds (Chair, Lay member) Jude Bayly (Registrant member) Alison Lyon (Lay member) |
| Legal Assessor: | Fiona Barnett |
| Hearings Coordinator: | Zahra Khan |
| Nursing and Midwifery Council: | Represented by Arthur Lo, Case Presenter |
| Mrs Lennon: | Not present and not represented at the hearing |
| Interim order to be reviewed: | Interim conditions of practice order (12 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 was of the view that the public would remain suitably protected by the continuation of the following 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 limit your nursing practice to one substantive employer, if the substantive employer is an agency, you are to work in any clinical placement for a continuous period of no less than three months.
2. You must ensure that you are supervised 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 a registered nurse.
3. You are not to administer IV fluids or use infusion pumps until deemed competent to do so by a workplace line manager, supervisor or mentor of Band 6 or above.
4. You must meet fortnightly with your workplace line manager, supervisor or mentor to discuss the standard of your performance and clinical practice, relating to:
 - a) Cannula care;
 - b) Administration of IV fluids;
 - c) Monitoring of IV administration pumps; and
 - d) Maintaining accurate records
5. You must send a report to the NMC, before any review hearing, detailing the standard of your performance and clinical practice, relating to:

- a) Cannula care;
 - b) Administration of IV fluids;
 - c) Monitoring of IV administration pumps; and
 - d) Maintaining accurate records
6. You must keep us 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 us 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.

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 Lennon'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 Lennon 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 Lennon'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 Mrs Lennon. The NMC will keep Mrs Lennon informed of developments in relation to that issue.

This will be confirmed to Mrs Lennon in writing.

That concludes this determination.