

Nursing and Midwifery Council
Investigating/Fitness to Practise Committee

Interim Order Review Meeting
Wednesday, 24 January 2024

Virtual Meeting

Name of Registrant:	Emily Kate Fisher
NMC PIN	14B1300E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1)
Relevant Location:	Wales
Panel members:	Ingrid Lee (Chair, lay member) Anne Brown (Lay member) Carole Panteli (Registrant member)
Hearings Coordinator:	Khatra Ibrahim
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.

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 which must not be an agency.
2. You must not be involved in the management or administration of medication, or have access to medication at any time, unless directly supervised by another registered health practitioner.
3. You must not be the sole nurse on any shift.
4. You must meet with your supervisor, line manager or mentor at least monthly to discuss your general performance and workload.
5. You must obtain and send a report from your line manager, supervisor or mentor commenting on your general performance and workload to your case officer before any hearing.
6. [PRIVATE]
7. [PRIVATE]
 - a) [PRIVATE]
 - b) [PRIVATE]You must attend appointments as requested by them. You must follow any advice they give and/or any recommendations they make
8. You must immediately give a copy of this determination to:

- a) Your general practitioner.
- b) Your occupational health practitioner(s).

9. You must allow:

- a) [PRIVATE]
- b) [PRIVATE]
- c) [PRIVATE]
- d) [PRIVATE]

10. You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:

- a) [PRIVATE]
- b) [PRIVATE]

11. 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.

12. 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.

13. 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.

14. 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.

15. 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 Miss Fisher's case has already been concluded or there has been a material change of circumstances, a panel will review the interim suspension order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim suspension order at this meeting and Miss Fisher will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Miss Fisher will be invited to attend in person, send a representative on Miss Fisher behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim suspension order or it may replace it with an interim conditions of practice order.

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

This will be confirmed to Miss Fisher in writing.

That concludes this determination.

