

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 8 January 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Sarah Helen Griffiths</b>
<b>NMC PIN:</b>	92Y0857E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 2 September 1995
<b>Relevant Location:</b>	Somerset
<b>Panel members:</b>	Christopher Taylor (Chair, registrant member) Richard Carnell (Lay member) Debbie Holroyd (Registrant member)
<b>Legal Assessor:</b>	Robin Ince
<b>Hearings Coordinator:</b>	Khatra Ibrahim
<b>Nursing and Midwifery Council:</b>	Represented by Lucie Danti, Case Presenter
<b>Mrs Griffiths:</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 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 nursing practice to one substantive employer. If the substantive employer is an agency, you must work in each clinical placement for a continuous period of not less than three months.
2. You must ensure that you are supervised by your line manager or supervisor, any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly supervised by your line manager or supervisor.
3. You must work with your line manager, supervisor or mentor, to create a personal development plan (PDP) and meet monthly with them to discuss your progress. Your PDP must address the following areas:
  - a) Medication administration and management.
  - b) Record-keeping and documentation.
  - c) Clinical assessment and management of referrals.
4. You must send a report from your line manager, supervisor or mentor, to the NMC, setting out your progress with regards to the areas specified in condition three, prior to any review hearing or meeting.

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

Unless Mrs Griffiths' 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 Griffiths 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 Mrs Griffiths. The NMC will write to Mrs Griffiths when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Griffiths in writing.

That concludes this determination.