

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 29 January 2024**

Virtual Hearing

| | |
|---------------------------------------|--|
| Name of Registrant: | Fay O'Connor |
| NMC PIN | 12F2592E |
| Part(s) of the register: | Registered Nurse – Mental Health Nursing October 2012 |
| Relevant Location: | Birmingham |
| Panel members: | Heather Moulder (Chair, registrant member) Jill Wells (Lay member) Dee Rogers (Lay member) |
| Legal Assessor: | Marian Gilmore K.C. |
| Hearings Coordinator: | Audrey Chikosha |
| Nursing and Midwifery Council: | Represented by Mohsin Malik, Case Presenter |
| Miss O'Connor: | Present and represented by Ben Jones, instructed by UNISON |
| Interim order to be reviewed: | Interim conditions of practice order (12 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 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 restrict your practice to your current employer, namely Birmingham and Solihull Mental Health NHS Foundation Trust.
2. You must provide your NMC Case Officer with a report from your line manager/ supervisor/ mentor detailing your general performance at least 7 days before any NMC review hearing or meeting of this interim order.
3. 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.
4. You must immediately give a copy of these conditions to:
 - a) Birmingham and Solihull Mental Health NHS Foundation Trust.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
5. 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.
6. 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) Your current employer.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless your 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, you 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.