

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

**Interim Order Review Hearing
Tuesday, 16 January 2024**

Virtual Hearing

Name of Miss Tilley:	Susan Shirley Tilley
NMC PIN	79I3652E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nurse, Level 1 – 30 November 1982
Relevant Location:	East Midlands, Derby
Panel members:	Anthony Kanutin (Chair, Lay member) Elaine Biscoe (Miss Tilley member) Matthew Wratten (Lay member)
Legal Assessor:	George Alliott
Hearings Coordinator:	Yasmina Di Gesualdo
Nursing and Midwifery Council:	Represented by Arthur Lo, Case Presenter
Miss Tilley:	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 confirmed

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 employer is an agency, you must work in each clinical placement for a continuous period of no less than 3 months.
2. You must not be the nurse in charge on any shift.
3. You must have at least fortnightly meetings with your line manager/mentor/supervisor and have reflective discussions in the following areas:
 - Leadership responsibilities
 - Conduct and relationship with colleagues
 - Treating colleagues with dignity and respect
 - Equality and diversity in the workplace
4. You must provide a report from your manager/mentor/supervisor to your NMC case officer before any review. The report must comment on:
 - Leadership responsibilities
 - Conduct and relationship with colleagues
 - Treating colleagues with dignity and respect
 - Equality and diversity in the workplace

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

Unless Miss Tilley'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 Tilley 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.

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 Tilley'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 Tilley. The NMC will keep Miss Tilley informed of developments in relation to that issue.

This will be confirmed to Miss Tilley in writing.

That concludes this determination.