

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 21 March 2024**

Virtual Hearing

Name of Registrant:	Fiona Jane Prior
NMC PIN	77D1018E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 30 July 1980
Relevant Location:	Northampton
Panel members:	Godfried Attafua (Chair, Registrant member) Elizabeth Williamson(Registrant member) Howard Millington (Lay member)
Legal Assessor:	Monica Daley
Hearings Coordinator:	Brenda Eze
Nursing and Midwifery Council:	Represented by Chevan Ilangaratne, Case Presenter
Mrs Friona Prior:	Present and unrepresented 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 working practice to one substantive employer. If the role is obtained via an agency, the placement must not be for a period of less than 4 months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by another registered nurse anytime you are administering medication for a minimum period of 12 shifts. If, following this minimum period of 12 shifts you are then formally assessed as competent by a registered nurse, you can then administer medication unsupervised.
4. You must not practise as a registered nurse in an area which involves acute high dependency care as its primary function.
5. You must have monthly meetings with your mentor/supervisor/manager discussing your general performance as a nurse, including your:
 - a) Organisational skills;
 - b) Medicine management and administration;
 - c) Prioritisation of tasks.

6. You must provide the NMC with a report before your next review. The report must contain details of your general performance as a nurse, including your:
 - a) Organisational skills;
 - b) Medication management and administration;
 - c) Prioritisation of tasks.

7. 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.

8. 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.

9. 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.

10. 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.

11. 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 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 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. Your case officer will write to her about this in due course.

The NMC Case Examiners have decided there is a case to answer in relation to the allegations made against you. You have been asked to consider accepting the recommended undertakings by 8 April 2024.

This will be confirmed to you in writing.

That concludes this determination.