

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

**Interim Order Review Hearing
Friday, 15 March 2024**

Virtual Hearing

Name of Registrant:	Sarah Vanessa Silverstone
NMC PIN	76C1501E
Part(s) of the register:	Registered Nurse – Adult Effective – 4 April 1979
Relevant Location:	Kensington
Panel members:	Scott Handley (Chair, Lay member) Anna Ferguson (Registrant member) Clare Taggart (Lay member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Amanda Ansah
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Ms Silverstone:	Not 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 work for a single substantive employer. This must not be an agency.

2. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
 - Working at all times on the same shift as, but not always directly observed by, a registered nurse.
 - Fortnightly meetings to discuss your clinical caseload, particularly in relation to the following areas:
 - Infection prevention and control procedures
 - Communication with colleagues
 - Safe management of unplanned events
 - Clinical practice in relation to minor dressings and the removal of sutures and clips

3. Before the next review of your case, you must obtain a report from your line manager, supervisor or mentor commenting on the standard of your practice in the following areas:
 - Infection prevention and control procedures
 - Communication with colleagues

- Safe management of unplanned events
- Clinical practice in relation to minor dressings and the removal of sutures and clips

4. 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.

5. 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.

6. 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.

7. 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.

8. 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 Ms Silverstone'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, Ms Silverstone 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.

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

This will be confirmed to Ms Silverstone in writing.

That concludes this determination.