

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant:	Glitter Joy Zabala
NMC PIN	22H0811O
Part(s) of the register:	Registered Nurse (Sub Part 1) Adult Nursing - Level 1 - 09 August 2022
Panel members:	Katriona Crawley (Chair, Lay member) Jill Robinson (Registrant member) Sarah Hewetson-Grubb (Registrant member)
Legal Assessor:	Oliver Wise
Hearings Coordinator:	Tyrena Agyemang
Nursing and Midwifery Council:	Represented by Uzma Khan, Case Presenter
Ms Zabala:	Not present and unrepresented
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 one substantive employer, which must not be an agency.
2. You must not be the sole nurse on duty nor must you be the nurse in charge of any shift.
3. [PRIVATE].
4. [PRIVATE].
5. [PRIVATE].
6. [PRIVATE].
7. [PRIVATE].
8. [PRIVATE].
9. [PRIVATE].
10. 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.
11. 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.
12. 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.
13. 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.
14. 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 Zabala'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 Zabala 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 Ms Zabala. The NMC will write to Ms Zabala when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Zabala in writing.

That concludes this determination.