

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 7 October 2020**

Virtual Hearing

Name of registrant: Heather Darley

NMC PIN: 16K0087E

Part(s) of the register: Registered Nurse – Mental Health Nursing

Area of registered address: England

Panel members: Ingrid Lee (Chair – Lay member)
Nigel Bremner (Lay member)
Christopher Taylor (Registrant member)

Legal Assessor: Patricia Crossin

Panel Secretary: Vicky Green

Nursing and Midwifery Council: Represented by Tope Adeyemi, Case
Presenter

Miss Daley: Present and represented by Near Maqboul,
Counsel, instructed by the Royal College of
Nursing

Interim order directed: Interim conditions of practice order (18
months)

'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 confine your nursing practice to Cheswold Park Hospital.
2. You must be chaperoned when interacting with male patients on a one-to-one basis. This chaperone does not have to be another registered nurse.
3. You must undertake and successfully complete face-to-face training courses covering the following:
 - Maintaining professional boundaries;
 - Duty of Candour;
 - Medicines management.
4. You must meet with your line manager, mentor, supervisor or nominated deputy every 4 weeks to discuss the standard of your performance with particular regard to your understanding of and compliance with the following:
 - Maintaining professional boundaries;
 - Duty of Candour;
 - Medicines management.
5. You must obtain a report from your line manager, mentor, supervisor or nominated deputy and provide this to the NMC before any interim order review hearing. Each report must comment on your conduct and performance with particular reference to your understanding of and compliance with the following:
 - Maintaining professional boundaries;
 - Duty of Candour;
 - Medicines management.

6. 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.

7. 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.

8. You must immediately give a copy of these conditions to:
 - a) Cheswold Park Hospital.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

9. 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.

10. 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) Cheswold Park Hospital.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to make this interim order for a period of 18 months given the early stage of the NMC investigation.

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 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.