

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday 8 September 2021**

Nursing and Midwifery Council
Virtual Hearing

Name of registrant: Helen Elizabeth Sinclair

NMC PIN: 84I1048E

Part(s) of the register: Registered Nurse – Mental Health Nursing
(November 1987)

Area of registered address: Coventry

Panel members: Michael McCulley (Chair, lay member)
Aileen Cherry (Registrant member)
Navneet Sher (Lay member)

Legal Assessor: Ben Stephenson

Panel Secretary: Alice Byron

Nursing and Midwifery Council: Represented by Shanice Mahmud, Case
Presenter

Miss Sinclair: 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 confine your nursing practice to Vestige Healthcare at Cedar Lodge.
2. You must ensure that you are supervised 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.
3. You must attend fortnightly meetings with your line manager, supervisor or mentor to discuss your:
 - Conduct and behaviour in the workplace;
 - Record keeping;
 - Care plans;
 - Communications with patients and colleagues; and
 - Safeguarding of patients
4. You must obtain a report from your line manager, supervisor or mentor. Each report must contain details of your:
 - Conduct and behaviour in the workplace;
 - Record keeping;
 - Care plans;
 - Communications with patients and colleagues; and
 - Safeguarding of patients

You must send your case officer a copy of each report ahead of any subsequent review of this interim order.

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) Vestige Healthcare.
 - 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.
 - d) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

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 Sinclair'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 Sinclair 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 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 Miss Sinclair. The NMC will write to Miss Sinclair when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Sinclair in writing.

That concludes this determination.