

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 6 April 2022**

Virtual Hearing

Name of registrant: Miss Melissa Sacks

NMC PIN: 96D1289E

Part(s) of the register: Registered Nurse – Effective
Adult Nursing – RNA – September
2004

Area of registered address: Lancashire

Panel members: Heather Moulder (Chair, registrant member)
Judith Ebbrell (Registrant member)
Richard Carnell (Lay member)

Legal Assessor: Andrew Reid

Hearings Coordinator: Taymika Brandy

Nursing and Midwifery Council: Represented by Antony Bartholomeusz, Case
Presenter

Miss Sacks: Present and represented by Ms Hannah-Rogers,
on behalf of UNISON

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

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 only work for one substantive employer which must not be an agency.
2. You must not administer medication unless you are directly supervised by another registered nurse.
3. You must work with your line manager/mentor/supervisor to create a personal development plan (PDP). Your PDP must address:
 - Medication administration
 - Evidence based practice
 - Consent
 - Treating patients with compassion, dignity and respect.
 - Your general clinical practice
4. You must meet with your line manager/mentor/supervisor at least every month to discuss your performance and your progress against your PDP.

5. You must send your case officer a report from your line manager/mentor/supervisor prior to your next hearing. The content of the report should reflect your progress against your PDP and your general performance.

6. 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.

7. 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.

8. 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.

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) 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 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.