

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 27 April 2022**

Virtual Hearing

Name of registrant: Susan Helen Steeds

NMC PIN: 8113277E

Part(s) of the register: Registered Nurse - Adult Nursing
All RN1 – December 1999

Area of registered address: Bristol

Panel members: Michael McCulley (Chair, Lay member)
Cheryl Hobson (Lay member)
Christopher Taylor (Registrant member)

Legal Assessor: Andrew Lewis

Hearings Coordinator: Margia Patwary

Nursing and Midwifery Council: Represented by Amanda Bailey, Case Presenter

Mrs Steeds: Not present and not represented

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 limit your nursing practice to one substantive employer which must not be an agency.
2. You must ensure that you are supervised by another registered nurse at any time you are administering or handing medication. Your supervision must consist of:
 - Being directly observed by another registered nurse until assessed as competent to administer medication independently. Evidence of the successful completion of the assessment is to be sent to the NMC within 7 days of completion.
 - Once assessed as competent, to administer medication independently, you must work at all times on the same shift as but not always directly observed by a registered nurse when administering or handing medication.
 - Weekly meetings with your supervisor/line manager/mentor to discuss your clinical practice with particular regard to medicines management and administration.
3. When working as a registered nurse you must provide a report from your supervisor/line manager/mentor prior to any interim order review hearing. The report should contain information relating to your clinical practice with particular regard to medicines management and administration.

4. 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.

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 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 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

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

Unless Mrs Steeds' 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, Mrs

Steeds 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 Mrs Steeds. The NMC will write to Mrs Steeds when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Steeds in writing.

That concludes this determination.