

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 2 March 2022**

Virtual Hearing

Name of registrant: Elizabeth Hales

NMC PIN: 07H2278E

Part(s) of the register: RNA, Registered Nurse – Adult: March 2008

Area of registered address: Buckinghamshire

Panel members: Michael Robert McCulley (Chair, Lay member)
Godfried Attafua (Registrant member)
Louise Geldart (Lay member)

Legal Assessor: Oliver Wise

Hearings Coordinator: Emma Bland

Nursing and Midwifery Council: Represented by Molly Dyas, Case Presenter

Mrs Hales: Present and represented by Faye Rolfe,
instructed by the Royal College of Nursing (RCN)

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 confine your practice to one substantive employer. You must not work for an agency.
2. You must not be a nurse in charge of any shift.
3. You must not administer or be involved in the administration of medication unless directly supervised and until you have been assessed as competent to do so independently by a senior nurse or manager.
4. Within 14 days of being assessed as competent in accordance with condition 3, you must provide a copy of the assessment to your NMC Case Officer.
5. You must meet with your supervisor or line manager on a fortnightly basis to discuss your clinical performance with particular reference to medication administration and management. You must obtain a report regarding these meetings and provide this to the NMC before each review hearing.

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 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 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.