

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday 16 March 2022**

Virtual Hearing

Name of registrant: Sara McIntosh

NMC PIN: 06H2518E

Part(s) of the register: Registered Nurse – Sub-part 1
Adult Nursing – Level 1 – 23 September 2006

Area of registered address: Hampshire

Panel members: Robert Collinson (Chair, Lay member)
Godfried Attafua (Registrant member)
Richard Carnell (Lay member)

Legal Assessor: Trevor Jones

Hearings Coordinator: Jumu Ahmed

Nursing and Midwifery Council: Represented by James Wilson, Case Presenter

Miss McIntosh: Present and represented by Claudette Tomlinson,
instructed by UNISON

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 limit your nursing practice to your existing substantive employer: Portsmouth Hospital NHS Trust.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by another registered nurse 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 who is physically present in or on the same ward, unit, floor or home that you are working in or on.
4. You must meet with your line manager, mentor, or supervisor (or their nominated deputy) at least fortnightly to discuss all aspects of your conduct and performance and with particular reference to:
 - a) Basic care needs;
 - b) Record keeping;
 - c) Care and compassion in your dealings with patients; and
 - d) Maintaining professional boundaries in your dealings with patients and colleagues.

5. You must send to the NMC prior to any NMC review hearing or meeting a report from your line manager, mentor, or supervisor (or their nominated deputy) setting out the standard of your conduct and performance and with particular reference to:
 - a) Basic care needs;
 - b) Record keeping;
 - c) Care and compassion in your dealings with patients; and
 - d) Maintaining professional boundaries in your dealings with patients and colleagues.

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 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.