

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 12 December 2023**

Virtual Hearing

Name of Registrant:	Sinead O'Shea
NMC PIN	10A0547S
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) - September 2013
Relevant Location:	Scotland
Panel members:	Gary Tanner (Chair, registrant/lay member) Helen Hughes (Registrant member) Wendy West (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Jack Dickens
Nursing and Midwifery Council:	Represented by Laura Holgate, Case Presenter
Ms O'Shea:	Not present and not represented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current 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 practice to one single substantive employer, but this must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse anytime you administer medication, until you are assessed and deemed competent to do so.
4. 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.
5. You must work with your line manager, mentor, or supervisor, to create a personal development plan (PDP). Your PDP must address the concerns about:
 - a) medication management and administration;
 - b) catheter care; and
 - c) general performance. You must send your case officer a copy of your PDP before the next review hearing.
6. You must meet with your line manager, mentor or supervisor at least every 4 weeks to discuss your progress towards achieving the aims set out in your PDP, specifically the areas set out in condition 5.

7. You must provide a report from your line manager, mentor or supervisor to your case officer before the next review hearing. The report must show your progress towards achieving the aims set out in your PDP.
8. 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.
9. 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.
10. 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.
11. 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.
12. 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 Ms O'Shea'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, Ms O'Shea 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 Ms O'Shea. The NMC will write to Ms O'Shea when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms O'Shea in writing.

That concludes this determination.