

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday 14 June 2023**

Virtual Hearing

Name of Registrant:	Susan D Erive
NMC PIN	06A0161O
Part(s) of the register:	Registered Nurse Adult Nurse - 10 January 2006
Relevant Location:	Powys County
Panel members:	Christopher Taylor (Chair, Registrant Member) Sue Gwyn (Registrant Member) Geoffrey Baines (Lay Member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Angela Nkansa-Dwamena
Nursing and Midwifery Council:	Represented by Yvonne Ferns, Case Presenter
Mrs Erive:	Not present and not represented at the hearing.
Interim order to be reviewed:	Interim conditions of practice order (15 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 substantive employer which can be an agency. If it is an agency, you must only accept single placements lasting a minimum of 12 weeks.
2. You must not work as the registered nurse in charge on any shift.
3. You must ensure that you are indirectly 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.
4. You must not administer medication unless directly supervised until you have been assessed as competent by another registered nurse appointed for that purpose by your employer. Written confirmation of achieving this competency should be forwarded to your NMC case officer within seven days of completion.
5. Your supervision must include monthly meetings with your manager/supervisor/mentor to discuss your clinical performance including:
 - Responding appropriately to patient needs.
 - Medication management and administration.
 - Escalation of clinical concerns.

6. You must send a report from your workplace line manager, supervisor or mentor addressing your clinical performance, to the NMC, prior to any review hearing or meeting which should include:

- Responding appropriately to patient needs.
- Medication management and administration.
- Escalation of clinical concerns.

7. 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.

8. 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.

9. You must immediately give a copy of these conditions to:

- a) Any organisation or person you work for.
- b) Any agency you apply to or are registered with for work.
- c) Any employers you apply to for work (at the time of application).
- d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
- e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

10. 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.

11. 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

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Erive'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, Mrs Erive 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Erive's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Erive. The NMC will write to Mrs Erive when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Erive in writing.

That concludes this determination.