

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday 20 November 2023**

Virtual Hearing

Name of registrant:	Feba Daniel
NMC PIN:	19K0517O
Part(s) of the register:	Registered Nurse – Adult RNA November 2019
Relevant Location:	Northern Ireland
Panel members:	Liz Maxey (Chair, Registrant member) Debbie Holroyd (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	John Bassett
Hearings Coordinator:	Maya Khan
Nursing and Midwifery Council:	Represented by Simon Gruchy, Case Presenter
Mrs Daniel:	Present and represented by Ben Jones instructed by UNISON
Interim order directed:	Interim conditions of practice order (18 months)

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 practice as a registered nurse to Hockley Private Nursing Home and this employment must not be through an agency.
2. You must not be the nurse in charge or the sole nurse on duty.
3. You must be directly supervised by another registered nurse until you have been signed off as competent by your employer in all the following areas:
 - Documentation and record keeping
 - Planning and prioritising patient care
 - Recognition and escalation of concerns relating to deteriorating patients
 - Medicines management and administration
 - Accurate recording of fluid balance charts
 - Appropriate management of infection control and adherence to policies and procedures
4. You must meet with your clinical line manager, mentor or supervisor on a fortnightly basis to discuss your conduct and clinical performance in relation to the areas listed in condition 3.

5. You must provide a report from your clinical line manager, mentor or supervisor to the NMC prior to any review hearing on your general conduct and clinical performance and specifically in relation to the areas listed in condition 3.
6. You must keep the NMC informed about anywhere you are working by:
 - a. Telling your case officer within 7 days of 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. Hockley Private Nursing Home
 - b. 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. Hockley Private Nursing Home
 - 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 or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within 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.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, the panel will review the interim order at a hearing which you will be invited to attend in person, send a representative on your behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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.

That concludes this determination.

This decision will be confirmed to you in writing.