

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 28 November 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Ms Sally Ann Davies
<b>NMC PIN</b>	86G0740E
<b>Part(s) of the register:</b>	Registered Nurse – Part 2 Adult Nursing (Level 2) – 23 August 1988
<b>Relevant Location:</b>	Bristol City Council
<b>Panel members:</b>	Godfried Attafua (Chair, Registrant member) Alistair Campbell (Registrant member) Wendy West (Lay member)
<b>Legal Assessor:</b>	Graeme Henderson
<b>Hearings Coordinator:</b>	Eleanor Wills
<b>Nursing and Midwifery Council:</b>	Represented by Zainab Mohamed, Case Presenter
<b>Ms Davies:</b>	Not Present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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 nursing practice to one substantive employer. If this is an agency, any clinical placement must be for a minimum period of three months.
2. [PRIVATE]
3. When you return to work, you must not be the nurse in charge or sole nurse on duty during any shift.
4. You must not be involved in any medication administration without direct supervision until you have been deemed competent to do so by your line manager, mentor or supervisor.
5. Having been formally assessed and signed off as competent to administer medication, a verification of this must be sent to the NMC within 7 days of sign off date.
6. You must have at least fortnightly meetings with your line manager, mentor or supervisor to discuss your clinical performance. In particular:
  - a. medicine administration and management;
  - b. record keeping; and
  - c. escalation of concerns.

7. You must submit a report from your line manager, mentor and/or supervisor prior to any future review hearing, in relation to:
  - a. medicine administration and management;
  - b. record keeping; and
  - c. escalation of concerns.
  
8. [PRIVATE]
  
9. [PRIVATE]
  
10. [PRIVATE]
  
11. [PRIVATE]
  
12. [PRIVATE]
  
13. 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.
  
14. 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.
  
15. 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.

16. 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.

17. 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.

Unless Ms Davies'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 Davies 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 Davies. The NMC will write to Ms Davies when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Davies in writing.

That concludes this determination.