

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Monday, 20 November 2023**

Virtual Hearing

Name of Registrant:	Shiny Thomas
NMC PIN	10E0015O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 12 May 2010
Relevant Location:	Kent
Panel members:	Denford Chifamba (Chair, Registrant member) Jacqueline Metcalfe (Registrant member) Alison Lyon (Lay member)
Legal Assessor:	Simon Walsh
Hearings Coordinator:	Hamizah Sukiman
Nursing and Midwifery Council:	Represented by Lucy Chapman, Case Presenter
Mrs Thomas:	Not present and unrepresented
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 was of the view that the public would remain suitably protected by the continuation of the following conditions:

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 not work as a manager of a service providing nursing care.
2. You must keep the NMC informed about anywhere you are working by:
 - a) Giving your case officer your employer's contact details.
 - b) Telling your case officer within seven days of accepting any new employment or leaving any employment.
3. 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.
4. 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.

5. 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.

6. 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 Mrs Thomas' 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 Thomas 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 Thomas' case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Thomas. The NMC will keep Mrs Thomas informed of developments in relation to that issue.

This will be confirmed to Mrs Thomas in writing.

That concludes this determination.