

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 15 September 2023**

Virtual Hearing

Name of Registrant:	Diane Geary
NMC PIN	15I2799S
Part(s) of the register:	Registered Nurse – Adult Effective – 1 April 2021
Relevant Location:	Greater Glasgow & Clyde
Panel members:	Angela Williams (Chair, Lay member) Godfried Attafua (Registrant member) Dee Rogers (Lay member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Amanda Ansah
Nursing and Midwifery Council:	Represented by Lauren Bates-Brownsword, Case Presenter
Miss Geary:	Not Present and unrepresented at the hearing
Interim order directed:	Interim conditions of practice order (15 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 15 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 nursing practice to one substantive employer, this can be an agency, but with minimum 3-month placements.
2. You must not be the sole nurse on duty.
3. You must not be the nurse in charge.
4. You must ensure that you are supervised by your supervisor or line manager 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. Anytime you are working as a Registered Nurse within a clinical setting, you must not be involved in the administration and management of any medication.
6. You must meet with your line manager, supervisor, mentor or their designated deputy on a monthly basis to discuss:
 - a) Operating within your scope of practice
 - b) maintaining skills and knowledge required for safe practice.

7. You must submit a report from your line manager, supervisor, mentor or their designated deputy before any NMC review hearing or meeting. The report must discuss the standard of your:
 - a) Operating within your scope of practice
 - b) maintaining skills and knowledge required for safe practice.

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 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.

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) Your supervisor or line manager.
 - b) Any current or future employer.
 - c) Any educational establishment.
 - d) Any other person(s) involved in your retraining and/or supervision required by these conditions.

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

This will be confirmed to Miss Geary in writing.

That concludes this determination.