

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 22 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Kellie Lynn Briffa
<b>NMC PIN</b>	00J0436E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 24 December 2003
<b>Relevant Location:</b>	Chelmsford
<b>Panel members:</b>	Nariane Chantler (Chair, registrant member) Yvonne O'Connor (Registrant member) Nicola Bowes (Lay member)
<b>Legal Assessor:</b>	Melissa Harrison
<b>Hearings Coordinator:</b>	Eleanor Wills
<b>Nursing and Midwifery Council:</b>	Represented by Surendra Agarwala, Case Presenter
<b>Mrs Briffa:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim suspension order (18 months)
<b>Outcome of review:</b>	<b>Interim suspension order replaced with interim conditions of practice order</b>

## Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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, this must not be an agency.
2. You must not be the nurse in charge.
3. You must ensure that you are supervised by, working at all times on the same shift as, but not always directly observed by, a Registered Nurse.
4. You must ensure that you are directly supervised, in relation to the following areas of your clinical practice:
  - a) Patient assessment;
  - b) Patient escalation;
  - c) Record keeping;until deemed competent by a Registered Nurse of band 6 or above. This means working at all times in these areas of clinical practice (listed above) while being directly observed by a Registered Nurse of band 6 or above.
5. You must have fortnightly meetings with your line manager/supervisor/mentor to discuss your clinical performance, with particular regard to:

- a) Patient assessment;
  - b) Patient escalation;
  - c) Record keeping;
  - d) Managing challenging patient behaviours.
6. You must send a report from your line manager/supervisor/mentor to the NMC prior to the next NMC review, regarding your clinical performance, with particular regard to:
- a) Patient assessment;
  - b) Patient escalation;
  - c) Record keeping;
  - d) Managing challenging patient behaviours.
7. You must undertake a course prior to the next NMC review in relation to recognition and management of deteriorating patients. You must send evidence of successful completion of this course prior to the next NMC review.
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 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.
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) 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.

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

This will be confirmed to Mrs Briffa in writing.

That concludes this determination.