

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 29 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Lisa Ann Fry</b>
<b>NMC PIN</b>	85I2831E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) - 13 December 1988
<b>Relevant Location:</b>	Hertfordshire
<b>Panel members:</b>	Mahjabeen Agha (Chair, Lay member) Carolyn Jenkinson (Registrant member) Yvonne Wilkinson (Registrant member)
<b>Legal Assessor:</b>	Justin Gau
<b>Hearings Coordinator:</b>	Rebecka Selva
<b>Nursing and Midwifery Council:</b>	Represented by Lucie Danti, Case Presenter
<b>Mrs Fry:</b>	Not present and not represented
<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 which should not be an agency.*
2. *You must not administer or manage medication until you are assessed as competent to do so. You must provide evidence of this assessment to your NMC case officer.*
3. *You must ensure that you are supervised any time you are working. Your supervision must consist of:*
  - a) *Working at all times on the same shift as, but not always directly observed by, another registered nurse;*
  - b) *Monthly meetings with your line manager, mentor or supervisor to discuss your clinical caseload, in particular your management and administration of medication, record keeping and infection control;*
  - c) *You must send your case officer a report from your line manager prior to any NMC hearing or meeting. This report must comment on the standard of your practice in the management and administration of medication, record keeping and infection control.*
4. *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.*
5. *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.*
6. *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.*
7. *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.*
8. *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 Fry'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 Fry 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 Fry. The NMC will write to Mrs Fry when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Fry in writing.

That concludes this determination.