

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

**Interim Order Review Hearing  
Friday, 23 February 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Elizabeth Anne Gilmartin</b>
<b>NMC PIN</b>	83Y1869E
<b>Part(s) of the register:</b>	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 25 March 1986  Registered Midwife Midwifery – 10 November 1988
<b>Relevant Location:</b>	Bradford
<b>Panel members:</b>	Shaun Donnellan (Chair, Lay member) Linda Pascall (Registrant member) Jude Bayly (Registrant member)
<b>Legal Assessor:</b>	Hala Helmi
<b>Hearings Coordinator:</b>	Elizabeth Fagbo
<b>Nursing and Midwifery Council:</b>	Represented by Giedrius Kabasinskas, Case Presenter
<b>Miss Gilmartin:</b>	Not present and unrepresented at the hearing
<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 varied</b>

## Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the variation 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 limit your nursing and midwifery practice to one substantive employer. If the employment is obtained through an agency, any placement must be pre-booked for a minimum period of three months.
2. You must not be the nurse or midwife in-charge of any shift.
3. You must ensure that you are supervised by another registered nurse or midwife any time you are working. This supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse and/or midwife.
4. You must meet with your line manager, supervisor or mentor fortnightly to discuss your general conduct and performance, with specific reference to your:
  - a) Return to work and management of clinical case load;
  - b) Maintenance of professional boundaries;
  - c) Management of safeguarding concerns;
  - d) Communication with service users and colleagues;
  - e) Record keeping.

5. You must obtain a report from your line manager, supervisor or mentor before any review hearing. Each report must contain details of your:
  - a) Return to work and management of clinical case load;
  - b) Maintenance of professional boundaries;
  - c) Management of safeguarding concerns;
  - d) Communication with service users and colleagues;
  - e) Record keeping.

You must provide a copy of this report to your NMC case officer.

6. 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.
7. 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.
8. 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.
9. 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.
10. 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 Miss Gilmartin'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 Gilmartin 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. Miss Gilmartin's 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 Miss Gilmartin. The NMC will keep Miss Gilmartin informed of developments in relation to that issue.

This will be confirmed to Miss Gilmartin in writing.

That concludes this determination.