

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

**Interim Order Review Hearing  
Thursday 18 December 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Iona Blyth Miller</b>
<b>NMC PIN:</b>	03B0508S
<b>Part(s) of the register:</b>	Registered Nurse RNA Adult Nurse – February 2006
<b>Panel members:</b>	Oluwasola Falola (Chair, Registrant member) Amanda Revill (Registrant member) Caroline Taylor (Lay member)
<b>Legal Assessor:</b>	Nigel Mitchell
<b>Hearings Coordinator:</b>	Emma Norbury-Perrott
<b>Nursing and Midwifery Council:</b>	Represented by Grace Agunbiade, Case Presenter
<b>Mrs Miller:</b>	Present and represented by Euan Robertson, Anderson Strathern
<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 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 a single substantive employer.  
This must not be an agency or a bank provision.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are directly supervised by another registered nurse any time you are administering or managing medication. You must not have sole access to medication keys.
4. You must ensure that you are supervised by another registered nurse 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 another registered nurse.
5. You must ensure that you meet fortnightly with your line manager or supervisor to discuss:
  - a) [PRIVATE]
  - b) Your workload
  - c) Your compliance with these conditions
6. You must work with your line manager or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about poor

medication practice, poor record keeping, and failure to treat a patient with dignity. You must:

- a) Meet with your line manager or supervisor monthly to discuss your progress towards achieving the aims set out in your PDP.
  - b) Send your case officer a report from your PDP prior to any future hearing. This report must show your progress towards achieving the aims set out in your PDP.
7. You will send your NMC case officer a report seven days in advance of the next NMC hearing or meeting from either your line manager or your supervisor. The report should comment on:
  - a) [PRIVATE]
  - b) Your workload
  - c) Your compliance with these conditions
8. [PRIVATE]
9. 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.
10. 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.
11. 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.

12. 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.

13. 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 your 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, you 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.

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

This will be confirmed to you in writing.

That concludes this determination.