

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 21 January 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Chloe Schaffield
<b>NMC PIN</b>	1911039S
<b>Part(s) of the register:</b>	Registered nurse – Adult nursing (December 2022)
<b>Relevant Location:</b>	East Ayrshire
<b>Panel members:</b>	Jill Wells (Chair, lay member) Jane Hughes (Registrant member) David Brown (Lay member)
<b>Legal Assessor:</b>	Andrew Granville-Stafford
<b>Hearings Coordinator:</b>	Catherine Blake
<b>Nursing and Midwifery Council:</b>	Represented by Aliyah Hussain, Case Presenter
<b>Miss Schaffield:</b>	Present and not represented at the hearing
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **Decision and reasons on interim order**

The panel decided to make an interim conditions of practice order for a period of 18 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 only work for one substantive employer, which must not be an agency.
2. You must not be the nurse in charge of any one ward, unit or shift.
3. You must limit your employment to only working on the one ward or unit within an organisation.
4. You must be directly supervised by a registered nurse at all times you are working for a minimum of 12 shifts.

You must then continue to be supervised by a registered nurse until assessed as competent in all relevant areas to the unit or ward you are working on.

Once assessed as competent, you must remain under indirect supervision any time you are working. Your supervision must consist of working at all times on the same shift and in the same ward or unit as, but not always directly observed by, a registered nurse.

5. When you commence employment, you must work with your line manager/mentor/supervisor to formulate a performance development plan (PDP). The PDP should include, but is not restricted to, the following areas of practice:
  - Medication administration
  - Wound management
  - Patient assessment
  - Relevant training

You must provide a copy of the PDP to the NMC within two weeks of being formulated.

6. [PRIVATE].
7. You must have fortnightly meetings with your line manager/mentor/supervisor to discuss your general performance as a nurse and progress in respect of your PDP [PRIVATE].
8. You must provide a report from your line manager/mentor/supervisor commenting on your general performance as a nurse and progress in respect of your PDP [PRIVATE] to the NMC seven days prior to any future review hearing. You must also provide an updated PDP.
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 the reviewing 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.