

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 23 June 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Claire Fry
<b>NMC PIN:</b>	00J2058E
<b>Part(s) of the register:</b>	Registered Nurse – Adult Nurse (June 2004)  Nurse Independent / Supplementary Prescriber – V300 (August 2017)
<b>Relevant Location:</b>	Bath
<b>Panel members:</b>	Mahjabeen Agha (Chair, Lay member) Hayley Ball (Registrant member) Howard Millington (Lay member)
<b>Legal Assessor:</b>	Nigel Pascoe
<b>Hearings Coordinator:</b>	Eyram Anka
<b>Nursing and Midwifery Council:</b>	Represented by Nawazish Choudhury, Case Presenter
<b>Miss Fry:</b>	Present and represented by Hannah Kinney, Counsel, instructed by the Royal College of Nursing (RCN)
<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 limit your nursing practice to one single substantive employer. This employer can be an agency or bank but each clinical placement must be for a period of no less than three months.
2. You must not be the sole nurse in charge.
3. You must ensure that you are supervised anytime you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another Advanced Nurse Practitioner (ANP) if working in an ANP role. Alternatively, if working in a less autonomous role, you must be indirectly supervised by another registered nurse.
4. You must meet with you line manager, mentor or supervisor every fortnight to discuss your clinical caseload. Each meeting should specifically discuss:
  - Record keeping
  - Making the necessary onward speciality referrals
  - Rationale for decision making
  - Rationale for prescribing medicines
  - Your clinical caseload and [PRIVATE].

5. You must send your NMC case officer a report from your line manager, mentor or supervisor prior to any review hearing or meeting, highlighting the progress and compliance with the conditions with specific reference to:
  - Record keeping and documentation
  - Making the necessary onward speciality referrals
  - Rationale for decision making
  - Rationale for prescribing medicines
  - Your clinical caseload and [PRIVATE].
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 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.

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.