

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Meeting
Wednesday, 18 June 2025

Virtual Meeting

Name of Registrant:	Alice Lucy O'Neil
NMC PIN:	21D0923E
Part(s) of the register:	Nurses Part of the Register-Sub Part 1 RNC: Children's Nurse, Level 1 (8 September 2021)
Relevant Location:	Newcastle-Upon-Tyne
Panel members:	Christopher Taylor (Chair, Registrant member) Sally Glen (Registrant member) Howard Millington (Lay member)
Hearings Coordinator:	Samantha Aguilar
Interim order to be reviewed:	Interim conditions of practice order (12 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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

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 restrict your nursing practice to one single substantive employer which must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must only administer medication and oxygen therapy when directly supervised by another registered nurse, until such time that you are signed off as competent by another registered nurse. This sign off is to be provided to your NMC Case Coordinator prior to any review hearing.
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 Miss O'Neil's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council ("NMC") to confirm the interim conditions of practice order at this meeting and Ms O'Neil will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Ms O'Neil will be invited to attend in person, send a representative on Ms O'Neil's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it with an interim suspension order.

This will be confirmed to Ms O'Neil in writing.

That concludes this determination.