

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday 6 June 2025**

Virtual Hearing

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| Name of Registrant: | Miss Fiona Catherine Salter |
| NMC PIN: | 14F1485E |
| Part(s) of the register: | Registered Nurse Adult – RNA – April 2015 |
| Relevant Location: | Blackburn |
| Panel members: | John Anderson (Chair, lay member) Judith Francois (Registrant member) Rohan Sivanandan (Lay member) |
| Legal Assessor: | Jayne Wheat |
| Hearings Coordinator: | Rose Hernon-Lynch |
| Nursing and Midwifery Council: | Represented by John Millar, Case Presenter |
| Miss Salter: | Present and represented by Anna Deery, instructed by Royal College of Nursing (RCN) |
| Interim order directed: | Interim conditions of practice order (18 months) |

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 remain with one single, substantive employer, [PRIVATE].
You may undertake bank work in the same clinical area with the same employer, [PRIVATE].
2. You must not undertake agency work.
3. You must meet monthly with your line manager, mentor or supervisor to discuss and review your practice and training with particular regards to:
 - a) your practice and training in relation to your ability to work in a diverse community and
 - b) your practice and training in relation to your ability to treat patients with dignity and respect
4. You must keep a reflective practice profile. The profile will detail your practice in relation to:
 - a) Engaging with people from diverse backgrounds and
 - b) Treating all patients with dignity and respect

5. You must send your case officer a copy of your reflective practice profile in advance of each review.
6. You must immediately give a copy of these conditions to:
 - a) Your employer
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) Your employer
 - b) 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 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.