

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 1 May 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Sarah Ellen Hitchman</b>
<b>NMC PIN:</b>	89D0785E
<b>Part(s) of the register:</b>	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 06 July 1992
<b>Relevant Location:</b>	Gloucester
<b>Panel members:</b>	Michael Lupson (Chair, lay member) Elaine Bowden (Registrant member) Cheryl Hobson (Lay member)
<b>Legal Assessor:</b>	Graeme Dalgleish
<b>Hearings Coordinator:</b>	Fabbiha Ahmed
<b>Nursing and Midwifery Council:</b>	Represented by Catherine Ravenscroft, Case Presenter
<b>Mrs Hitchman:</b>	Present and represented by Muneeb Akram, instructed by Royal College of Nursing (RCN)
<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 confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm 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 practice to one substantive employer. If undertaking agency work where you are practising as a registered nurse, it must be limited to a single agency with work placements for a minimum period of 3 months.
2. You must not be the sole nurse on duty.
3. You must not be the nurse in charge.
4. You must ensure that you are indirectly supervised by another registered nurse when undertaking clinical practice. This includes working at all times on the same shift as but not always directly observed by a registered nurse.
5. Whilst working in any role as a registered nurse, you must meet with your line manager, mentor or supervisor monthly to discuss:
  - a) Medication administration and management where appropriate; and
  - b) Adherence to following care plans and clinical protocols
  - c) [PRIVATE]
6. Whilst working in any role as a registered nurse, you must obtain and send your case officer a report from your line manager, mentor or supervisor prior to every NMC review hearing with regard to:
  - a) Medication administration and management where appropriate; and

- b) Adherence to following care plans and clinical protocols
- c) [PRIVATE]

7. 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.

8. 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.

9. 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.

10. 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.

11. 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.