

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 24 November 2025**

Virtual Hearing

Name of Registrant:	Claire Fry
NMC PIN:	00J2058E
Part(s) of the register:	Registered Nurse – Adult Nurse (June 2004) Nurse Independent / Supplementary Prescriber – V300 (August 2017)
Relevant Location:	Bath
Panel members:	Angela Williams (Chair, Lay member) Hayley Ball (Registrant member) Richard Carnell (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Eric Dulle
Nursing and Midwifery Council:	Represented by Neair Maqboul, Case Presenter
Ms Fry:	Not present and unrepresented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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. While working as an ANP, 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 (this condition does not apply if you are working as a registered general nurse).
2. You must not be the sole nurse in charge in any role.
3. You must ensure that you are indirectly 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 ANP if working in an ANP role. Alternatively, if working as a registered general nurse, your indirect supervision must be by another registered nurse.
4. You must meet with your line manager, mentor or supervisor for any nursing employer every month 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 (if applicable)

- Your clinical caseload and work-related stress/wellbeing.
5. You must send your NMC case officer a report from your line manager, mentor or supervisor from any nursing employer 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 (if applicable)
 - Your clinical caseload and work-related stress/wellbeing.
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.

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Ms Fry's 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, Ms Fry 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Ms Fry's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Ms Fry. The NMC will write to Ms Fry when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Fry in writing.

That concludes this determination.