

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 6 November 2025**

Virtual Hearing

Name of Miss Salter:	Fiona Catherine Salter
NMC PIN:	14F1485E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1)
Relevant Location:	Lancashire
Panel members:	Katriona Crawley (Chair, lay member) Yvonne Thomson (Miss Salter member) Sarah McAnulty (Lay member)
Legal Assessor:	Charles Parsley
Hearings Coordinator:	Tyra Andrews
Nursing and Midwifery Council:	Represented by Nicola Kay, Case Presenter
Miss Salter:	Not present and unrepresented at this hearing but written submissions provided by RCN representative.
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.

‘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, East Lancashire NHS Trust. You may undertake bank work in the same clinical area with the same employer, East Lancashire NHS Trust.
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 regard to:
 - a) your work in a diverse community and
 - b) treating patients and the public with dignity and respect
4. You must obtain a report from your line manager, mentor or supervisor prior to any review hearing commenting on your monthly meetings and your practice and training in relation to:
 - a) your work in a diverse community and
 - b) treating patients and the public with dignity and respect
5. You must provide the next reviewing panel with a reflection utilising a proven reflective model (e.g. Gibbs) in relation to your practice and training regarding:
 - a) your work in a diverse community and
 - b) treating patients and the public with dignity and respect
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 Miss Salter'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, Miss Salter 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 Miss Salter. The NMC will write to Miss Salter when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Salter in writing.

That concludes this determination.