

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Wednesday 12 November 2025**

Virtual Hearing

Name of Registrant:	Sara Worthington
NMC PIN:	11C1006E
Part(s) of the register:	Registered Nurse - Adult (RNA) 30 March 2011
Relevant Location:	Cumberland
Panel members:	Pamela Johal (Chair, Lay member) Melanie Lumbers (Registrant member) Mary Golden (Lay member)
Legal Assessor:	Karen Rea
Hearings Coordinator:	Emily Mae Christie
Nursing and Midwifery Council:	Represented by Ben Anson Jones, Case Presenter
Ms Worthington:	Present and supported by Michelle Dodd
Interim order to be reviewed:	Interim conditions of practice order (18 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.

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 work for one substantive employer; namely [PRIVATE].
- 2) You must not work for [PRIVATE]’s bank system, nor work for any other agency.
- 3) You must not be the nurse in charge on any shift.
- 4) You must ensure that you are indirectly supervised by another registered nurse any time you are working.
- 5) Using a recognised structured model, you must complete a reflective piece which details your understanding of the impact your actions and the allegations had on the reputation of the profession, patients, colleagues and members of the public.
- 6) You must meet with your line manager or supervisor once every fortnight to discuss and document:
 - a) Your ongoing use of social media whilst in and out of the workplace;
 - b) Your ongoing development and reflections regarding equality, diversity, and inclusion.
- 7) An update from your supervisor or manager must be sent to the NMC within the next 28 days regarding:

- a) Your ongoing use of social media whilst in and out of the workplace;
 - b) Your ongoing development and reflections regarding equality, diversity, and inclusion.
- 8) You must work with your line manager to complete a personal development plan (PDP). Your PDP must identify and address your need for a better understanding of the value of Equality, Diversity, and Inclusion, and of your Social Media Usage. The PDP must be sent to the NMC on completion, alongside reflections of your learning from your PDP.
- 9) 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.
- 10) 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.
- 11) 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.
- 12) 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.

13) 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to your case.

This will be confirmed to you in writing.

That concludes this determination.