

**Nursing and Midwifery Council**  
**Investigating Committee**

**Interim Order Review Hearing**  
**Tuesday, 14 October 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Elizabeth Fitzpatrick</b>
<b>NMC PIN:</b>	82B0293S
<b>Part(s) of the register:</b>	Orthopaedic Nursing – P791 – 2 November 1987 Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 18 March 1985
<b>Relevant Location:</b>	Scotland
<b>Panel members:</b>	Michael McCulley (Chair, lay member) Alison Fisher (Lay member) Judith Ebbrell (Registrant member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Fabbiha Ahmed
<b>Nursing and Midwifery Council:</b>	Represented by Zainab Mohamed, Case Presenter
<b>Mrs Fitzpatrick:</b>	Not present and unrepresented
<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

The panel decided to confirm and continue the current interim conditions of practice order.

As such it 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 only work for a single substantive employer.
2. You must not be the nurse in charge of any shift at any time.
3. You must be indirectly supervised by working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.
4. You must meet fortnightly with your line manager, mentor or supervisor to discuss your understanding of:
  - a) Risk management response;
  - b) Assessment, escalation and management of deteriorating patients;
  - c) Patient observations
  - d) Record keeping.
5. You must send a report from your line manager, mentor or supervisor to your NMC case officer in advance of any review meeting or review hearing addressing your understanding of:
  - a) Risk management response;
  - b) Assessment, escalation and management of deteriorating patients;
  - c) Patient observations

d) Record keeping.

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 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.

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.

Unless Mrs Fitzpatrick'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, Mrs Fitzpatrick 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, 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. Mrs Fitzpatrick'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 Mrs Fitzpatrick. The NMC will write to Mrs Fitzpatrick when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Fitzpatrick in writing.

That concludes this determination.