

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 30 September 2025**

Virtual Hearing

|                                       |                                                                                                               |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | <b>Gwendoline Sias</b>                                                                                        |
| <b>NMC PIN</b>                        | 98K1184O                                                                                                      |
| <b>Part(s) of the register:</b>       | Registered Nurse – Sub Part 1<br>Adult Nurse – Level 1 (23 November 1998)                                     |
| <b>Relevant Location:</b>             | Oxford                                                                                                        |
| <b>Panel members:</b>                 | Judith Ebbrell (Chair, Registrant member)<br>Helen Hughes (Registrant member)<br>Elaine Weinbren (Lay member) |
| <b>Legal Assessor:</b>                | Elisa Hopley                                                                                                  |
| <b>Hearings Coordinator:</b>          | Dilay Bekteshi                                                                                                |
| <b>Nursing and Midwifery Council:</b> | Represented by April Beech, Case Presenter                                                                    |
| <b>Miss Sias:</b>                     | Not present and not represented                                                                               |
| <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 only work for a single substantive employer, which could be an agency, however any placement must be for a minimum of 3 months duration.
2. You must ensure that you are indirectly supervised by a registered nurse. This supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
3. You must ensure that you are directly supervised by a registered nurse at all times when administering and managing medication until signed off as competent by a registered nurse.
4. You must not be the nurse in charge of any shift.
5. You must have fortnightly meetings with your line manager/ supervisor/ or mentor to discuss:
  - a. Medication administration and management to include:
    - i. IV administration and controlled drugs;
  - b. Escalation of the deteriorating patient;
  - c. Tracheostomy care;
  - d. Handover communication, and;
  - e. Record keeping.

6. You must send the NMC a report of these meetings from your line manager/ supervisor/ or mentor reporting on the following:
  - a. Medication administration and management to include:
    - i. IV administration and controlled drugs;
  - b. Escalation of the deteriorating patient;
  - c. Tracheostomy care;
  - d. Handover communication, and;
  - e. Record keeping.

This report must be provided in advance of any review hearing.

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 NMC 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 Miss Sias' 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 Sias 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. Miss Sias' 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 Miss Sias. The NMC will write to Miss Sias when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Sias in writing.

That concludes this determination.