

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

**Substantive Order Review Hearing
Wednesday, 19 August 2026**

Virtual Hearing

Name of Registrant:	Lata Teelokee	
NMC PIN:	00I4273E	
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 22 September 2003	
Relevant Location:	Bristol	
Type of case:	Misconduct/Lack of competence	
Panel members:	Michael Williams Sharon Haggerty Colin Sullivan	(Chair, Lay member) (Registrant member) (Lay member)
Legal Assessor:	Natalie Amey-Smith	
Hearings Coordinator:	Shazmeen Uddin	
Nursing and Midwifery Council:	Represented by Sila Akin, Case Presenter	
Ms Teelokee:	Present and unrepresented	
Order being reviewed:	Conditions of practice order (14 months)	
Fitness to practise:	Impaired	
Outcome:	Conditions of practice order (12 months) to come into effect on 23 September 2026 in accordance with Article 30 (1)(a)	

Decision and reasons on application for hearing to be held in private

At the outset of the hearing, Ms Akin on behalf of the Nursing and Midwifery Council (NMC) made a request that parts of this case be held in private as there will be reference made to [PRIVATE]. The application was made pursuant to Rule 19 of the 'Nursing and Midwifery Council (Fitness to Practise) Rules 2004', as amended (the Rules).

You indicated that you supported this application.

The legal assessor reminded the panel that while Rule 19(1) provides, as a starting point, that hearings shall be conducted in public, Rule 19(3) states that the panel may hold hearings partly or wholly in private if it is satisfied that this is justified by the interests of any party or by the public interest.

Having heard there will be reference to [PRIVATE], the panel determined to go into private session as and when such matters are raised, in order to protect your right to privacy.

Decision and reasons on review of the substantive order

The panel decided to extend the current conditions of practice order

This order will come into effect at the end of 23 September 2026 in accordance with Article 30(1)(a) of the 'Nursing and Midwifery Order 2001' (the Order).

This is the second review of a substantive conditions of practice order originally imposed for a period of 12 months by a Fitness to Practise Committee panel on 25 June 2024. The first reviewing panel continued the conditions of practice order for a period of 14 months which was effective from 23 July 2025.

The current order is due to expire at the end of 23 September 2026.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

The charges found proved which amounted to a lack of competence and misconduct which resulted in the imposition of the substantive order were as follows:

Details of charges:

‘That you, a registered nurse:

1)Between September 2018 and February 2021 failed to demonstrate the standards of knowledge, skill and judgment required to practise without supervision as a Staff Nurse in that:

a)On 21 November 2018:

i)Failed to check APTT for a patient who was receiving IV Heparin blood thinners;

ii)Failed to administer a patient’s prescribed fluid bolus

e)On 17 June 2019 administered a patient’s medication 2 hours late.

f)On 01 July 2019 failed to administer a patient’s prescribed dose of medication at 22:00.

h)On 3 August 2019:

i)Failed to administer Clexane medication to a patient;

j)On 6 September 2019:

ii)Administered the patient’s medication 1 hour late;

iv)Only recorded the patient’s temperature once during your shift

k)On 21 September 2019 failed to change, when required, a patient’s:

i)ART line transducer;

ii) Ventilator tubing.

l) Between 7 and 8 October 2019 failed to complete:

ii) Skin care bundle after 02:00

iii) Pressure area medical device checklist after 01:00;

m) Between 4 and 5 November 2019:

i) Failed to complete the collar care plan

ii) Failed to complete the enhanced care paperwork.

o) On 10 November 2019:

i) Failed to carry out regular pressure area care;

p) On 18 December 2019:

i) Failed to administer medication on time;

ii) Failed to document patient's fluid input and output every 2 hours.

q) On 9 January 2020 incorrectly reported a patient's GCS as 3 when the patient had a GCS of 10. [Glasgow Coma Scale]

r) On 16 February 2020:

iii) Failed to provide adequate handovers.

t) Between 20 July 2020 and 14 January 2021 completed only 1 of the 10 competencies required to practise as a theatre scrub nurse.

2) On 15 September 2018 left a patient who required enhanced care with a non-clinically trained colleague.

8) On 4 June 2019 failed to offer and/or provide toileting assistance to a patient.

9) On 13 June 2019 failed to re-position a patient for approximately 6 hours when the patient required re-positioning every 2 hours.

11) On 20 June 2019 failed to carry out enhanced care observations on a patient who required level 3 enhanced care observations every 15 minutes.'

The first reviewing panel determined the following with regard to impairment:

'In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel noted that the original panel found that your insight was developing. At this hearing, the panel note that there has been no change since the last panel's finding and you have not provided a reflective statement for this panel to consider. The panel was of the view that your evidence focused largely on the difficulties you currently face obtaining employment, which you have attributed to the restrictions on your practice. The panel observed though you have very limited insight into the professional failings which gives rise to these proceedings.

The panel also noted that you have demonstrated a lack of awareness of how your actions put the patients at a risk of harm, why what you did was wrong and how this impacted negatively on patients and your colleagues.

The panel took into account your oral evidence about your difficulties in carrying out mandatory training. There was no evidence before the panel of you retaining your nursing skills or having strengthened your practice. The panel took into

consideration that it had no further information regarding what steps you have taken to [PRIVATE] if you found yourself in a similar situation in the future.

The original panel was not satisfied that you could practise safely and professionally without restriction. It was of the view that there is a risk of repetition based on your still developing insight and the lack of evidence before it that you had strengthened your nursing practice in relation to concerns identified. The panel therefore decided that a finding of impairment was necessary on the grounds of public protection and public interest.

Today's panel has not received any relevant new information. In light of this, this panel determined that you are liable to repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is required.

For these reasons, the panel finds that your fitness to practise remains impaired.'

The first reviewing panel determined the following with regard to sanction:

'Having found your fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

It then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order

that does not restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where ‘the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.’ The panel considered that your lack of competence and misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether imposing a varied conditions of practice on your registration would be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable. The panel took into account the SG, in particular the factors below were applicable in this case:

- No evidence of harmful deep-seated personality or attitudinal problems;*
- Identifiable areas of the nurse or midwife’s practice in need of assessment and/or retraining;*
- Potential and willingness to respond positively to retraining;*
- Patients will not be put in danger either directly or indirectly as a result of the conditions;*
- The conditions will protect patients during the period they are in force; and*
- Conditions can be created that can be monitored and assessed.*

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel accepted that you would be willing to comply with conditions of practice once you gain employment.

The panel had regard to the fact that other than these incidents, you have had an unblemished career as a nurse. The panel was of the view that it was in the public

interest that, with appropriate safeguards, you should be able to return to practise as a nurse.

Balancing all of these factors, the panel determined that that the appropriate and proportionate sanction is that of a conditions of practice order.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate and would not be a reasonable response in the circumstances of your case. You have expressed that your priority is to return to nursing practice. The panel was of the view that a suspension order or a striking-off order would not allow you the opportunity to address the concerns that have been identified in this case.

Having regard to the matters it has identified, the panel has concluded that a varied conditions of practice order will mark the importance of maintaining public confidence in the profession and will send to the public and the profession a clear message about the standards of practice required of a registered nurse. Further, the panel was of the view that it is in the public interest to return a good nurse back to safe and effective nursing practice.

The panel determined that the following conditions are appropriate and proportionate in this case:

‘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 limit your nursing practice to one substantive employer.*
- 2. You must ensure that you are supervised any time you are working. Your supervision must consist of:*

- *Working at all times on the same shift as, but not always directly observed by, a registered nurse of Band 5 or above.*

3. *You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about*

- *Communication with patients and colleagues*
- *Documentation*
- *Medication administration*
- *Escalating concerns*
- *Assertiveness and resilience*

You must:

- *Send your case officer a copy of your PDP seven days before any NMC review hearing.*
- *Send your case officer a report from your line manager, mentor or supervisor seven days before any NMC review hearing. This report must show your progress towards achieving the aims set out in your PDP.*

4. *You must engage with your line manager, mentor or supervisor on a frequent basis to ensure that you are making progress towards the aims set out in your PDP, which include:*

- *Meeting with your line manager, mentor or supervisor at least every month to discuss your progress towards achieving the aims set out in your PDP.*

5. *You must keep the NMC informed about anywhere you are working by:*

- Telling your case officer within seven days of accepting or leaving any employment.*
- Giving your case officer your employer's contact details.*

6. *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.*
7. *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.*
8. *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.*
9. *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 period of this order is for 14 months. The panel was of the view that this would provide you with sufficient time to strengthen your practice and work towards the areas identified in the conditions of practice order. It also noted that this would allow enough time for you to secure employment.

Before the order expires, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order, including potentially a striking off order.

Any future panel reviewing this case would be assisted by:

A submission of a reflective piece evidencing that you have taken steps to address the professional concerns giving rise to these proceedings. You should provide information on what went wrong, why it went wrong and what you would do differently now.

The panel suggested that you may wish to use a nursing reflective model templates and some can be found on the NMC website, that could assist you with writing an effective reflection.

Evidence of training addressing areas identified in condition 3, conflict resolution and any personal development courses undertaken addressing concerns raised. This may be evidence of e-learning or face to face courses.

Any evidence on [PRIVATE]

It further suggested that a future panel would be assisted by evidence of written testimonials from employers or mentors within a healthcare setting, which does not necessarily need to be a nursing role.'

Decision and reasons on current impairment

Today's panel has considered carefully whether your fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the NMC has defined fitness to practise as the ability of a professional on our register to practise as a nurse, midwife or

nursing associate safely and effectively without restriction. In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it, including the NMC bundle and documentation that you had provided. It has taken account of the submissions made by Ms Akin and by you including the answers you gave in response to panel questions.

Ms Akin invited the panel to extend the current conditions of practice order for a period of 12 months.

Ms Akin submitted that in respect of your impairment, it still requires further development. Ms Akin acknowledged that it is helpful that you have set out the skills that you have gained through your current employment as [PRIVATE], however, noted that the skills may or may not be transferrable to nursing.

Ms Akin submitted that the recommendations set out by the previous panel in respect of what a reflective piece should cover has not been addressed. She submitted that the panel does not have before it a reflection which demonstrates how you have reflected on your actions, the risk of harm that your actions had on patients, the impact on colleagues and the reputation of the profession.

Ms Akin further submitted that you did not provide the panel with any evidence of training that you had undergone whether this be by way of professional courses, e-learning or self-study.

Ms Akin submitted that you have provided evidence of a number of applications that you have made to secure an employment in nursing which you have not been successful in which she understands may be due to the conditions of practice that is currently in place.

Ms Akin submitted that there are several matters which remain unaddressed such that your fitness to practice remains impaired. She submitted that as a result of you not being able to secure such employment, you have not been able to demonstrate safe practice.

Ms Akin submitted that therefore concerns remain regarding your medication administration which were part of the original concerns in this case. She submitted that there also remains concerns about how you would deal with the concerns identified in the context of a nursing environment.

Ms Akin submitted that you mentioned that you were unable to engage in some training due to [PRIVATE], however, could not comment on whether you have explored or engaged in any training or if any self-learning had been undertaken. For those reasons, Ms Akin submitted that despite your continued engagement, the position as to whether you can practice safely remains unchanged.

Ms Akin invited the panel to continue the conditions of practice order for a period of 12 months as this would be the least restrictive order that can be placed at this time. She submitted that this would allow you further opportunity to secure employment and demonstrate safe practice whether that be by a role in nursing or in other ancillary roles that you can undertake in the context of healthcare.

The panel also had regard to your submissions. You submitted that you have tried your best to get back into nursing and have made several applications in an attempt to secure employment. You submitted that you have not been successful in doing so because of the conditions of practice that are currently in place.

You submitted that you are working your current job due to the fact that you want to keep yourself occupied and in your words '*...to get out the house*'.

You submitted that you are not impaired and that you have worked very hard to get your qualification in nursing. You told the panel that you have given the NMC all of your evidence and reflections in order to have the conditions of practice order removed as due to these restrictions you are unable to secure a nursing role. You told the panel that when you have applied for nursing roles, you do not hear back due to the restriction on your nursing license.

You told the panel that you love nursing and that when you return to nursing, you intend to start with working in the outpatient's unit and build yourself up to work in critical care again. You expressed that this case has been going on for a very long time as that you want the restrictions lifted so that you can start nursing again.

In answering panel questions, you highlighted the reflective experiences you have had in your security guard role, including communication skills and maintaining documentation.

You also said that you had not caused harm to patients.

The panel heard and accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel noted that the last reviewing panel found that your insight was developing. At this hearing the panel note that there has been no significant change since the last panel's finding. The panel was of the view that your submissions today focused on the difficulties you currently face in obtaining employment, which you have attributed to the restrictions on your practice. Whilst the panel noted that you had developed some insight through your security guard role, it was concerned about your lack of insight into your professional nursing failings. The panel was of the view that you have not fully developed insight, in that you have not developed an understanding of how and why the conduct occurred and the impact it had on patients, colleagues and the wider public.

In its consideration of whether you have has taken steps to strengthen your practice, the panel took into account that you are not currently practicing as a nurse and have not been for a long period of time. Therefore, the panel did not have any evidence before it to suggest that any remediation has been made or that you have complied with the current conditions imposed. The panel was of the view that there was insufficient evidence before

it to persuade it that you are no longer impaired. It noted that your reflective piece dated 30 June 2026 lacked evidence of genuine insight into your professional nursing actions.

Today's panel has not received any relevant new information. In light of this, this panel determined there is nothing to suggest that you would not repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required. Given that today's panel has not been presented with any convincing evidence that your nursing practice has improved, the panel was of the view that if a reasonable member of the public was aware that if you was practising unrestricted, with the nature of these concerns, their confidence in the profession and the NMC as the regulator would be seriously undermined.

For these reasons, the panel finds that your fitness to practise remains impaired.

Decision and reasons on sanction

Having found your fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

It then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not

restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where *'the case is at the lower end of the spectrum of impaired fitness to practise, but the Committee wants to mark that what happened was unacceptable and must not happen again.'* The panel considered that your misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether imposing a further conditions of practice order on your registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel noted that in your submission you said that you have been unable to comply with conditions of practice due to your current employment status, however, you are engaging with the NMC process.

The panel was of the view that a further conditions of practice order is sufficient to protect patients and the wider public interest. In this case, there are conditions which could be formulated which would protect patients during the period they are in force.

After careful consideration, the panel was of the view that to impose a suspension order or a striking-off order would currently be disproportionate and would not be a reasonable response in the circumstances of your case. You expressed to the panel that your priority is to return to nursing practice. The panel was of the view that a suspension order or a striking-off order would not allow you the opportunity to address the concerns that have been identified in this case.

The panel was, however, disappointed by your lack of progress and lack of insight into your actions considering the length of time you have had since the conditions of practice order was first imposed.

Whilst the panel considered that a conditions of practice order is proportionate at this time, it noted that if there is no positive change, a future reviewing panel may conclude that continuing a conditions of practice order is unlikely to result in you returning to safe unrestricted practice within a reasonable period of time, and may consider removing you from the register

Accordingly, the panel determined, pursuant to Article 30(1)(a) to make a conditions of practice order for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 23 September 2026. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

‘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 limit your nursing practice to one substantive employer.
2. You must ensure that you are supervised any time you are working.
Your supervision must consist of:
 - Working at all times on the same shift as, but not always directly observed by, a registered nurse of Band 5 or above.
3. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about
 - Communication with patients and colleagues
 - Documentation
 - Medication administration
 - Escalating concerns
 - Assertiveness and resilience

You must:

- Send your case officer a copy of your PDP seven days before any NMC review hearing.
 - Send your case officer a report from your line manager, mentor or supervisor seven days before any NMC review hearing. This report must show your progress towards achieving the aims set out in your PDP.
4. You must engage with your line manager, mentor or supervisor on a frequent basis to ensure that you are making progress towards the aims set out in your PDP, which include:
- Meeting with your line manager, mentor or supervisor at least every month to discuss your progress towards achieving the aims set out in your PDP.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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 period of this order is for 12 months. The panel was of the view that this would provide you with sufficient time to strengthen your practice and work towards the areas identified in the conditions of practice order. It also noted that this would allow enough time for you to secure employment within the caring professions.

Before the order expires, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- A reflective piece evidencing insight into your actions and any steps you have taken to address the professional concerns giving rise to these proceedings. You should provide information on what went wrong, why it went wrong and what you would do differently now. you may wish to use a

nursing reflective model templates and some can be found on the NMC website, that could assist you with writing an effective reflection.

- Evidence of training addressing areas identified in condition 3, conflict resolution and any personal development courses undertaken addressing concerns raised. This should include what you have learnt from the training and how you would apply it in your nursing practice. This may be evidence of e-learning or face to face courses.
- It further suggested that a future panel would be assisted by evidence of written testimonials from employers or mentors within a healthcare setting, which does not necessarily need to be a registrant role.

This will be confirmed to you in writing.

That concludes this determination.

Decisions and reasons on proceeding to hand down the determination in the absence of Ms Teelokee

After reaching its determination, the panel was in a position to hand down its written decision. Ms Teelokee had been informed by the hearings coordinator that she should rejoin the hearing at 4:15 pm for the hand-down. Ms Teelokee did not attend and had not done so by 5pm.

Ms Akin applied for the decision to be handed down in Ms Teelokee's absence. She submitted that it would be fair to proceed. She informed the panel that the hearings coordinator made several attempts to contact Ms Teelokee however had received no response.

Ms Akin submitted that, if the panel did not hand down its decision that day, the matter would need to be adjourned. Any adjournment would create a risk that the existing order might expire before the decision could be handed down.

The panel heard and accepted the advice of the Legal Assessor.

The panel decided to proceed in Ms Teelokee's absence, as it considered that doing so was fair in all the circumstances. It was satisfied that there had been good service of notice of the hearing.

The panel took into account that Ms Teelokee had attended the hearing and had been given the opportunity to make submissions, which the panel had considered when reaching its decision. The panel also noted that there was no guarantee that an adjournment would secure her attendance on a future date.

The panel further considered that, if the matter were adjourned, a further date would need to be identified on which the panel could reconvene. The panel took into account that this was a mandatory review of a final order due to expire shortly and, in those circumstances, any delay would be prejudicial to the public interest.

Having considered all the circumstances, the panel concluded that it was fair and appropriate to hand down its decision in Ms Teelokee's absence.