

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

**Interim Order Review Hearing
Tuesday, 13 January 2026**

Virtual Hearing

Name of Registrant:	Ms Rachael Anne-Delaney
NMC PIN:	22H1085E
Part(s) of the register:	Registered Nurse – Adult RNA – Adult nurse (level 1) 3 October 2023
Relevant Location:	Bradford
Panel members:	Bryan McFarland (Chair, lay member) Elisabeth Fairbairn (Registrant member) Isabelle Parasram OBE (Lay member)
Legal Assessor:	Natalie Byrne
Hearings Coordinator:	Adaobi Ibuaka
Nursing and Midwifery Council:	Represented by Shopna Roy, Case Presenter
Ms Delaney:	Present and represented by James Wilkinson, UNISON
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.

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 limit your nursing practice to two substantive employers which should not include an agency or bank work. Any new or additional employment must be supervised, but not necessarily directly.
2. You must not undertake doppler assessment of patients or apply compression bandaging independently until you are assessed and deemed competent to do so by another registered nurse. You must send the NMC evidence of successful assessment within seven days of completion.
3. You must ensure that you have monthly meetings with your line managers, mentors, or supervisors to discuss working within your scope of competence and your compliance with these conditions.
4. You must provide to the NMC before any review hearing a report from your line managers, mentors or supervisors detailing your performance at work and your compliance with these conditions.
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 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).

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) Any current or future employer.
- b) 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 that issue.

This will be confirmed to you in writing.

That concludes this determination.