

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

**Interim Order Review Hearing  
Monday, 26 January 2026**

**Virtual Hearing**

<b>Name of Registrant:</b>	Stephanie Swarbrick
<b>NMC PIN:</b>	10B1482E
<b>Part(s) of the register:</b>	Registered Nurse – Children RNC – 16 March 2010
<b>Relevant Location:</b>	Liverpool
<b>Panel members:</b>	Penelope Titterington (Chair, Lay member) Mandy Tyson (Registrant member) Yousuf Rossi (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Hamizah Sukiman
<b>Nursing and Midwifery Council:</b>	Represented by Simran Ghotra, Case Presenter
<b>Miss Swarbrick:</b>	Present and represented by Gerard McGettigan, instructed by Royal College of Nursing (RCN)
<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.

Accordingly, the panel was of the view that the public would remain suitably protected by the continuation of the following conditions:

'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 single substantive employer which must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by a line manager/mentor/supervisor who is also a registered nurse at 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.

4. You must have fortnightly meetings with your line manager/mentor/supervisor to discuss your general performance and conduct including the following:
  - a) Following care plans;
  - b) Following policies and procedures;
  - c) Administration and management of medication;
  - d) Record keeping;
  - e) Professional behaviour towards colleagues;

- f) Professional conduct and professional boundaries with patients;
- g) Identifying training needs;
- h) [PRIVATE].

5. You must provide a report from your line manager/mentor/supervisor to your NMC Case Officer in relation to your progress/practice relating to the following before the next review:

- a) Following care plans;
- b) Following policies and procedures;
- c) Administration and management of medication;
- d) Record keeping;
- e) Professional behaviour towards colleagues;
- f) Professional conduct and professional boundaries with patients;
- g) Identifying training needs;
- h) [PRIVATE].

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 Miss Swarbrick'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, Miss Swarbrick 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 Swarbrick's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Swarbrick. The NMC will keep Miss Swarbrick informed of developments in relation to that issue.

This will be confirmed to Miss Swarbrick in writing.

That concludes this determination.