

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

**Interim Order Review Hearing
Monday, 13 July 2026**

Virtual Hearing

Name of Registrant:	Rachael Anne Delaney
NMC PIN:	22H1085E
Part(s) of the register:	Registered Nurse - Adult (RNA) 3 October 2023
Relevant Location:	Bradford
Panel members:	Wayne Miller (Chair, Lay member) Corinne Foy (Registrant member) Marilyn Norman (Lay member)
Legal Assessor:	Michael Hosford-Tanner
Hearings Coordinator:	Emily Mae Christie
Nursing and Midwifery Council:	Represented by Lindsey McFarlane, Case Presenter
Ms Delaney:	Present and represented by James Wilkinson, instructed by 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 agency or bank work. Any new or additional employment must be supervised, but not necessarily directly.
2. You must not undertake any catheter care or Doppler assessments on patients 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 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. Your NMC case officer will write to you about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you, and the substantive hearing is listed to take place from 10 August 2026 to 18 August 2026. The NMC will keep you updated on this.

This will be confirmed to you in writing.

That concludes this determination.