

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

**Substantive Order Review Meeting
Tuesday, 14 July 2026**

Virtual Meeting

Name of Registrant:	Helen Alexandra Firth
NMC PIN:	90A1627E
Part(s) of the register:	Nurses part of the register Sub part 1 RN1: Adult nurse, level 1 (08 May 1993)
Relevant Location:	Sheffield
Type of case:	Misconduct
Panel members:	Anne Ng (Chair, lay member) Tricia Breslin (Lay member) Sharon Haggerty (Registrant member)
Legal Assessor:	Michael Bell
Hearings Coordinator:	Khatra Ibrahim
Order being reviewed:	Conditions of practice order (12 months)
Fitness to practise:	Impaired
Outcome:	Conditions of practice order (12 months) to come into effect at the end of 26 August 2026 in accordance with Article 30 (1)

Decision and reasons on service of Notice of Meeting

The panel noted at the start of this meeting that the Notice of Meeting had been sent to Miss Firth's registered address by first class and signed for on 8 June 2026.

The panel had regard to the Royal Mail 'Track and trace' printout which showed the Notice of Meeting was delivered to Miss Firth's registered address on 9 June 2026. It was signed for in the name of 'FIRTH'.

The panel took into account that the Notice of Meeting provided details that the review meeting would be held no sooner than 13 July 2026 and inviting Miss Firth to provide any written evidence seven days before this date.

The panel accepted the advice of the legal assessor.

In light of all of the information available, the panel was satisfied that Miss Firth has been served with notice of this meeting in accordance with the requirements of Rules 11A and 34 of the Nursing and Midwifery Council (Fitness to Practise) Rules 2004 (as amended) (the Rules).

Decision and reasons on review of the current order

The panel decided to vary and continue the conditions of practice order. This order will come into effect at the end of 26 August 2026 in accordance with Article 30(1) the Nursing and Midwifery Order 2001 (as amended) (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 January 2024. This was reviewed on 14 August 2025, and that reviewing panel decided to continue the substantive conditions of practice order for a period of 12 months.

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

The charges found proved which resulted in the imposition of the substantive order were as follows:

'That you, a registered nurse:

On a day shift 3 January 2020:

1. Were in attendance at work and unfit for duty.

2. Failed to administer morning medications to around 16 residents of the nursing unit.

AND in light of the above, your fitness to practise is impaired by reason of your misconduct.'

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

'Today's panel noted that the original substantive panel found that Miss Firth had limited insight. It also reminded itself that the original panel had stated that it had not received evidence of additional training or education; had not received [PRIVATE] or evidence as to how she would strengthen her practice in relation to medication administration, although it did note that she had not had the opportunity to do so in her then current role. The original substantive panel also noted that it had received no evidence from Miss Firth and it had noted that reflective piece she had submitted was from, what was then, three years ago.

In its consideration as to whether Miss Firth had taken steps to strengthen her practice, the panel noted that it had received no evidence in relation to [PRIVATE], no reflective piece, and no evidence of having successfully completed an assessed medication administration course.

The panel did consider that Miss Firth had engaged with the NMC and had provided a copy of her workbook but concluded that this was not evidence of the successful

completion of an assessed course, and it was not clear to what extent this tested her medication administration competence.

The panel acknowledged Miss Firth's stated intention to secure employment and to undertake courses, including a top up nursing degree. The panel considered that, whilst these were positive signs of engagement, they did not demonstrate a compliance with the order of conditions of practice currently imposed. Further the panel determined Miss Firth had not actively addressed the concerns of the original panel or demonstrated that she was currently safe to practise unrestricted.

The panel considered that it had not received evidence of insight relating to her previous failings surrounding administration of medication and what steps she would take in future to ensure that it does not happen again.

The panel also took into account the fact that Miss Firth had not secured employment as a registered nurse that would allow her to demonstrate safe practice and work towards a Personal Development Plan and Continuing Professional Development and that [PRIVATE].

In light of Miss Firth's continued failure to provide evidence that demonstrated compliance with the conditions imposed, this panel determined that it could not find that Miss Firth had full insight and that there was no risk of repetition. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection and the public interest.

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.

For these reasons, the panel finds that Miss Firth's fitness to practise remains impaired.'

The first panel determined the following with regard to sanction:

The panel next considered whether continuation of the current conditions of practice order on Miss Firth's 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 the current conditions are appropriate and practical which address the failings highlighted in this case. The panel accepted that Miss Firth has been unable to comply with her full conditions of practice due to her current employment status but has had some engagement with the NMC.

The panel was of the view that continuation of the current conditions of practice order is sufficient to protect patients and the wider public interest.

The panel was of the view that to impose a suspension order would not allow Miss Firth the opportunity to remediate in relation to medication administration and further considered that or a striking-off order would be disproportionate and would not be a reasonable response in the circumstances of Miss Firth's case at this time.

The panel noted the lack of progress through the conditions over the last 18 months and gave careful consideration to whether extending the conditions of practice order would maintain proper professional standards and public confidence in the profession and mean that Miss Firth was likely to return to safe and unrestricted practice within a reasonable timeframe. The panel noted the information provided by Miss Firth to the effect that she was endeavouring to find work which would enable her to make further progress and did not consider the barriers to progress to be insurmountable at this time.

Therefore, the panel determined that it was appropriate and proportionate to extend the current order of conditions imposed by the original substantive panel, for a period of 12 months.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to continue the conditions of practice order, as stated above, for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 26 August 2025. The panel determined that this period of time would be sufficient to allow Miss Firth to develop her insight whilst also demonstrating her compliance with the conditions.

Decision and reasons on current impairment

The panel has considered carefully whether Miss Firth's 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 emails from Miss Firth to the NMC, where she informed that she is in the process of communicating with Plymouth University to begin a Return to Practise Course.

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 Miss Firth's fitness to practise remains impaired.

The panel noted that the last reviewing panel found that Miss Firth had limited insight. In its consideration as to whether Miss Firth had taken steps to strengthen her practice, the panel noted that it had received no evidence of remediation, no reflective piece which evidences learning, and no evidence of having successfully completed any training courses related to the charges as found proved at the original substantive hearing.

The panel acknowledged Miss Firth's stated intention to secure a place on a Return to Practice course. The panel considered that, whilst these were limited signs of engagement, they did not demonstrate a compliance with the order of conditions of practice currently imposed. Further the panel determined Miss Firth had not actively addressed the concerns of the original or reviewing panels, and has not been able to demonstrate that she is currently safe to return to unrestricted practice.

The panel considered that it had not received evidence of insight relating to Miss Firth's previous failings surrounding administration of medication and what steps she would take in future to ensure that it does not happen again. The panel therefore determined that she remains liable to repeat the conduct found proved, and that there remains a risk of harm should Miss Firth's practice not be restricted at this time.

In light of Miss Firth's continued failure to provide evidence to demonstrate compliance with the conditions imposed, this panel determined that it could not be satisfied that Miss Firth's insight was developing and therefore there was no risk of repetition. The panel therefore concluded 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.

For these reasons, the panel finds that Miss Firth's fitness to practise remains impaired.

Decision and reasons on sanction

Having found Miss Firth's fitness to practise to be 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 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 risk of repetition identified. 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 risk of repetition identified, and the public protection issues identified, an order that does not restrict Miss Firth's practice would not be appropriate in the circumstances. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether continuation of the current conditions of practice order on Miss Firth's registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be appropriate, proportionate, measurable and workable.

The panel decided to vary the conditions of practice order, and removed what was previously Condition 6c, as there is no evidence before this panel to suggest [PRIVATE] contributed to the misconduct. The panel therefore determined that a conditions of practice order would be the most appropriate and practical sanction, and also address the failings as found proved in this case.

The panel was of the view that the variation of the current conditions of practice order is sufficient to protect the public and the wider public interest.

The panel was of the view that to impose a suspension order would not allow Miss Firth the opportunity to remediate in relation to medication administration and further considered that or a striking-off order would be disproportionate and would not be a reasonable response in the circumstances of Miss Firth's case at this time.

The panel noted the lack of progress through the conditions over the last 18 months and gave careful consideration to whether extending the conditions of practice order would maintain proper professional standards and public confidence in the profession and mean

that Miss Firth was likely to return to safe and unrestricted practice within a reasonable timeframe.

The panel therefore determined that it was appropriate and proportionate to vary and continue with 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 26 August 2026.

The panel determined that this period of time would be sufficient to allow Miss Firth to begin developing her insight whilst also demonstrating her compliance with the below 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 work to one substantive employer, which may be an agency, provided that you work at only one place of employment. This must be for a minimum period of three months.
2. You must undertake assessed courses in medication administration and management. You must send your NMC case officer evidence of successful completion and indicative content of the courses upon completion.
3. You must be directly supervised by a registered nurse when administering medication until signed off as competent by a registered nurse.
4. Once employed as a registered nurse, you must work with your manager, mentor or supervisor to create a Personal Development Plan (PDP) about medication administration and management. You must send your case officer a copy of your PDP prior to any review of this order.

5. You must meet once a month with your line manager or supervisor to discuss your progress towards achieving the aims set out in your PDP.
6. Seven days prior to any review of this order, you must send your case officer:
 - a) A report from your line manager or supervisor showing your progress towards achieving the aims set out in your PDP, and your performance at work.
 - b) A reflective piece outlining your insight in relation to the charges.
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 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'

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 26 August 2026 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to assess Miss Firth's progress towards compliance 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 reviewing panel would be assisted by:

- Miss Firth's full engagement and attendance at any future review hearings;
- A detailed reflective piece;
- Testimonials from colleagues in the healthcare sector;
- Progress with any job applications, and updates regarding Return to Practice courses; and

- If not employed as a nurse, but employed in the healthcare sector, a report from Miss Firth's line manager as to her performance at work.

The panel decided to remind Miss Firth of the importance of complying with, and providing evidence of compliance with, the above conditions, and that any future reviewing panel can consider all sanction options open to it, including that of a striking off order, should she fail to comply.

This will be confirmed to Miss Firth in writing.

That concludes this determination.