

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

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

Virtual Hearing

Name of Registrant:	Stephanie Swarbrick
NMC PIN:	10B1482E
Part(s) of the register:	Registered Nurse - Children (RNC) 16 March 2010
Relevant Location:	Liverpool
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 Swarbrick:	Not present and unrepresented at this hearing
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 one single substantive employer, which must not be bank or agency work.
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, seven days prior to 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 Ms 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, Ms Swarbrick 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. Ms 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 Ms Swarbrick. The NMC will keep Ms Swarbrick informed of developments in relation to her case.

This will be confirmed to Ms Swarbrick in writing.

That concludes this determination.