

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 7 May 2026**

Virtual Meeting

Name of Registrant:	Emma Firth
NMC PIN:	14H1592E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 21 September 2015
Relevant Location:	West Yorkshire
Panel members:	John Anderson (Chair, lay member) Judy Shevlin (Registrant member) Louise Geldart (Lay member)
Hearings Coordinator:	Hanifah Choudhury
Interim order to be reviewed:	Interim conditions of practice order (12 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm 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 be directly supervised, at all times, when involved with the administration and management of medication until you are assessed as competent to do so independently by another registered nurse.

Evidence of successful assessment must be sent to your NMC Case Officer within 7 days of completion.

2. You must keep your NMC Case Officer 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.
3. You must immediately give a copy of these conditions to:
 - a) Any agency you apply to or are registered with for work.
 - b) Any employers you apply to for work (at the time of application).

- c) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.
4. You must tell your case officer, within seven days of your becoming aware of:
- a) Any clinical incident you are involved in relating to medications management.
 - b) Any investigation started against you relating to medications management.
 - c) Any disciplinary proceedings taken against you relating to medications management.
5. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with any current or future employer.

Unless Mrs Firth's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Firth will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Firth will be invited to attend in person, send a representative on Mrs Firth's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Firth. The NMC will write to Mrs Firth when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Firth in writing.

That concludes this determination.