Nursing and Midwifery Council
Fitness to Practise Committee

Substantive Order Review Hearing
Tuesday, 17 November 2026

Virtual Hearing

Name of Registrant:	Suzen Chipara
NMC PIN:	00A1029E
Part(s) of the register:	Registered Nurse - Sub part 1 Mental health nurse, level 1 (16 October 2003) Recordable qualifications SPMH: Specialist practitioner: Mental health (16 July 2009) TCH: Teacher (21 November 2012)
Relevant Location:	Leicester City Council
Type of case:	Misconduct
Panel members:	Richard Weydert-Jacquard (Chair, Registrant member) Callum Lamont (Lay member) Roisin Ann Toner (Registrant member)
Legal Assessor:	Oliver Wise
Hearings Coordinator:	Hannah Luedke
Nursing and Midwifery Council:	Represented by Sylvia Opoku, Case Presenter
Mrs Chipara:	Present and unrepresented
Order being reviewed:	Conditions of practice order (12 months)
Fitness to practise:	Impaired
Outcome:	**Conditions of practice order (18 months) to come into effect at the end of 7 January 2027 in accordance with Article 30(1)**

Decision and reasons on application for hearing to be held in private

At the outset of the hearing, Ms Opoku, on behalf of the Nursing and Midwifery Council (NMC) made a request that this case be held partly in private on the basis that proper exploration of your case involves [PRIVATE]. The application was made pursuant to Rule 19 of the 'Nursing and Midwifery Council (Fitness to Practise) Rules 2004', as amended (the Rules).

The legal assessor reminded the panel that while Rule 19(1) provides, as a starting point, that hearings shall be conducted in public, Rule 19(3) states that the panel may hold hearings partly or wholly in private if it is satisfied that this is justified by the interests of any party or by the public interest.

The panel determined to rule on whether or not to go into private session in connection with [PRIVATE] as and when such issues are raised in order to allow the panel to explore your case in full.

Decision and reasons on review of the substantive order

The panel decided to confirm the current conditions of practice order.

This order will come into effect at the end of 7 January 2027 in accordance with Article 30(1) of the 'Nursing and Midwifery Order 2001' (the Order).

This is the first review of a substantive conditions of practice order originally imposed for a period of 12 months by a Fitness to Practise Committee panel on 9 December 2025.

The current order is due to expire at the end of 7 January 2027.

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 whilst working at the Leicestershire Partnership NHS Trust;

1) Between 21 January 2021 and 21 May 2021

a) Did not update/evaluate Patient A's;

i) Collaborative Care Plan
ii) Risk Assessments

b) Did not adequately complete Patient A's;

i) Care Programme Documentation
ii) Care Programme Approach report
iii) Tribunal Report

c) …

d) On one or more occasions, did not undertake and/or record one to one conversations with Patient A, as his primary nurse

e) On one or more occasion following Patient A absconding from the Trust, did not;

i) Update their care plan
ii) …
iii) …

f) Did not attend the shifts below at the Trust without providing any explanation;

i) 4 May 2021
ii) 6 May 2021

iii) 10 May 2021

2) Between 1 May 2021 & 2 August 2021, refused to engage with an action plan put into place by your employers

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

The original panel determined the following with regard to impairment:

'The panel found limbs (a), (b) and (c) are engaged in your case.

The panel determined that your actions put Patient A at risk of unwarranted harm due to your failure to engage with him and update/evaluate his Care Plan and Risk Assessments. Further, your failure to communicate with colleagues regarding his care, despite several requests asking you to provide this information, means your actions are liable in the future to put patients at risk of harm.

With regards to remorse, the panel noted that you have accepted your failings and made admissions. However, the panel was not satisfied that you understand the impact of your failings, including not sharing an understanding around the impact of missing your shifts.

The panel was of the view that you understood your failings from a procedural perspective, noting how you would do things differently if faced with a similar circumstance. But there was minimal address by you to demonstrate your insight into the safety risks presented to Patient A through the communication and record keeping concerns found proved. The panel also noted a limited insight into the safety concerns presented to the Ward staff and patients through your absence from shifts on three occasions.

The panel had regard to your training but determined that there is no training about different engagement styles. It noted that a lot of your understanding has been about process and documentation but none has been focused on how Patient A was put at risk by your lack of action.

The panel also noted that you are currently working at an agency and recognised that you removed yourself from an environment you found challenging. It also took into account that since the incident, you have practised without any further concerns, are someone with good character and have had no previous regulatory findings against you.
Regarding insight, the panel considered that at this stage, your insight is developing. It noted that you identified what you would do at a procedural level, namely by responding to emails and communicating effectively. However, the panel determined that your understanding of the impact of your actions is still largely missing.

The panel is of the view that there is a risk of repetition which has lowered by the training you have completed and the fact that the conduct has not been repeated. However, the panel found your insight is still developing and you have not sufficiently addressed the regulatory concerns. The panel therefore decided that a finding of impairment is necessary on the grounds of public protection.

The panel bore in mind that the overarching objectives of the NMC; to protect, promote and maintain the health, safety, and well-being of the public and patients, and to uphold and protect the wider public interest. This includes promoting and maintaining public confidence in the nursing and midwifery professions and upholding the proper professional standards for members of those professions.

The panel determined that a finding of impairment on public interest grounds is required because members of the public would be shocked that the named nurse for a vulnerable patient did not adequately document or update his records for a period of four months.

Having regard to all of the above, the panel was satisfied that your fitness to practise is currently impaired.'

The original panel determined the following with regard to sanction:

'The panel next considered whether placing conditions of practice on your registration would be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable. The panel took into account the SG, in particular:

- *No evidence of harmful deep-seated personality or attitudinal problems;*
- *Identifiable areas of the nurse or midwife's practice in need of assessment and/or retraining;*
- *No evidence of general incompetence;*
- *Potential and willingness to respond positively to retraining;*
- *Patients will not be put in danger either directly or indirectly as a result of the conditions;*
- *The conditions will protect patients during the period they are in force; and*
- *Conditions can be created that can be monitored and assessed.*

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel accepted that you would be willing to comply with conditions of practice.

The panel had regard to the fact that these incidents happened a long time ago and that, other than these incidents, you have had an unblemished career of 20 years as a nurse. The panel was of the view that it was in the public interest that, with appropriate safeguards, you should be able to return to practise as a nurse. It was pleased to see that you were willing to

engage, noting that you were committed to the process, represented yourself and thought about your questions.

Balancing all of these factors, the panel determined that the appropriate and proportionate sanction is that of a conditions of practice order. It determined that the conditions of practice order will give you the opportunity to strengthen your practice and demonstrate insight into your failings.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate and would not be a reasonable response in the circumstances of your case, especially in light of your genuine commitment and engagement throughout the process. It also noted that you have demonstrated remorse and developing insight. There have also been no further regulatory concerns from your employment in the four years since the misconduct occurred.

Having regard to the matters it has identified, the panel has concluded that a conditions of practice order will mark the importance of maintaining public confidence in the profession, and will send to the public and the profession a clear message about the standards of practice required of a registered nurse.

The panel determined that the following conditions are appropriate and proportionate in this case:

'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 work with a registered nurse to create a personal development plan (PDP). Your PDP must address the concerns about your misconduct. You must send your case officer a copy of your PDP within one month.*

2. *You must undertake clinical supervision with a registered nurse every two months. You must send your case officer signed notes of your clinical supervision every two months. Your clinical supervision should focus on the following aspects:*
   a) *Safe and effective practice*
   b) *Documentation responsibilities*
   c) *Following policy and practice which ensures patient safety*
   d) *Your progress towards your aims within your PDP*

3. *You must send the NMC evidence of further training regarding the following. You must give evidence of your training prior to any review:*
   a) *Therapeutic relationships*
   b) *Record keeping*

4. *You must keep us 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.*

5. *You must keep us 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.*

6. *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.*

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 educational establishment.

c) Any other person(s) involved in your retraining and/or supervision required by these conditions

The period of this order is for 12 months.
Before the order expires, a panel will hold a review hearing to see how well you have complied 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 panel reviewing this case would be assisted by:

- *Positive testimonials from colleagues and managers*
- *Any written reflections to demonstrate your progress and insight*
- *Evidence of any additional training undertaken'*

Decision and reasons on current impairment

The panel has considered carefully whether your 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 your submissions made at the hearing. It has taken account of the submissions made by Ms Opoku on behalf of the NMC.

Ms Opoku took the panel through the background of the case and referred it to the relevant pages in the bundle.

Ms Opoku submitted that there is a persuasive burden on you to demonstrate to the panel that your fitness to practise is no longer impaired. She highlighted that you have not worked as a nurse since 25 January 2026, as you have [PRIVATE]. She submitted that you are hopeful that there will be a change of circumstances in [PRIVATE], which may allow you to return to work next year.

Ms Opoku referred the panel to your reflective piece dated 10 November 2026. She submitted that the previous panel found that you had demonstrated some insight into the concerns raised at the substantive hearing and that you continue to show this insight and remorse regarding your actions. However, she submitted that your insight lacks depth, particularly in regard to fully explaining your lack of taking appropriate action at the time of the incident. She also highlighted that the action plan contained within your reflective statement showed limited evidence of taking further steps to strengthen your practice.

Ms Opoku submitted that the training record you have provided to demonstrate strengthening of your practice is of limited assistance, as you have not completed any training or supervision since January. She highlighted that as you have not worked as a nurse since 25 January 2026, you have not been able to apply your training in practice or to demonstrate a strengthening of your nursing practice.

Ms Opoku submitted that therefore, there remains a risk of repetition and that you currently cannot practise safely. She submitted that you continue to be impaired on both public protection and public interest grounds.

Ms Opoku submitted that the position of the NMC was that a conditions of practice order would continue to be appropriate.

You made submissions at the hearing. You stated that you have been eager to comply with the conditions imposed on you and took multiple steps immediately following the substantive hearing, such as completing further training and developing a performance development plan (PDP). You have not been able to make progress from January 2026 towards demonstrating adherence to your conditions of practice order as [PRIVATE].

You acknowledged that your insight needed to develop further and expressed remorse for your actions, failures and shortcomings. You had not managed to do what you had wanted to do as of yet. You said that if your conditions of practice order were to continue, you had hopes of returning to work next year once [PRIVATE]. You highlighted that you had plans to strengthen your insight and nursing practice as part of your PDP and would be very motivated to make progress and comply with your conditions of practice order.

The panel 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 your fitness to practise remains impaired.

The panel acknowledged that you have experienced difficult circumstances in your personal life this year. It found that it was clear that [PRIVATE] had to take priority over and above any strengthening of your nursing practice since January 2026.

The panel noted that therefore, you have not been able to work as a nurse since 25 January 2026, nor been able to complete any training since this date. While the panel had regard to your reflective piece dated 10 November 2026, it determined that your insight into the concerns raised at the substantive hearing still lacked depth regarding a full explanation into your lack of taking appropriate action and how you would practically address this in the future.

In terms of strengthening of your nursing practice, the panel determined that you have not yet had sufficient opportunity to apply further training to your practice. It also considered

that you have not been able to demonstrate a strengthened practice as you have not been working for the majority of the duration of your conditions of practice order.

The panel highlighted multiple positive aspects, including that:

- You remain committed and motivated to be in a position to strengthen your practice and comply with the conditions of practice order. The panel found that you are taking steps to make changes to [PRIVATE] which would put you into a position where you could return to work.

- You did make a start on strengthening your practice immediately following the substantive hearing and took clear steps towards this by drafting a PDP and completing additional training.

- You have provided a reflective piece dated 10 November 2026, which demonstrated some insight into the concerns raised at the substantive hearing.

Despite these positive features, the panel determined that your actions to date have not been sufficient to demonstrate a strengthened insight and nursing practice. The panel was therefore unable to conclude that the risks associated with your practice had been adequately mitigated or that you could practise safely without restriction. Accordingly, the panel determined that your fitness to practise remains impaired on public protection grounds.

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, as a member of the public would be concerned to learn that you were allowed to practise without restrictions while concerns remained about your ability to practise safely.

For these reasons, the panel finds that your fitness to practise remains impaired on both grounds.

Decision and reasons on sanction

Having found your fitness to practise 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 NMC's guidance on sanctions 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 seriousness of the case. 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 seriousness of the case, and the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances. The NMC guidance titled 'Caution order' (SAN-2b, last updated 28 January 2026) states that a caution order may be appropriate where *'the case is at the lower end of the spectrum of impaired fitness to practise, but the Committee wants to mark that what happened was unacceptable and must not happen again.'* The panel considered that your misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether imposing a further conditions of practice order on your 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 it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel found that since January 2026, you have been unable to comply with conditions of practice due to your current employment status which is in consequence of [PRIVATE]. The panel noted that you have been engaging with the NMC and are willing to comply with any conditions imposed.

The panel was of the view that to continue the conditions of practice order is sufficient to protect patients and the wider public interest, noting as the original panel did that there was no evidence of general incompetence or deep-seated attitudinal problems. The panel acknowledged that you were unable to comply with the existing conditions of practice order through no fault of your own. It also considered that you appeared motivated to continue to address the concerns and have engaged with the NMC throughout these proceedings. Therefore, the panel felt that in this case, conditions could be formulated which would protect patients during the period they are in force.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate and would not be a reasonable response in the circumstances of your case.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to continue the conditions of practice order for a period of 18 months, which will come into effect on the expiry of the current order, namely at the end of 7 January 2027. The panel determined that a conditions of practice order for a further 18 months would provide you with the necessary time to adjust to [PRIVATE] and to address the concerns raised. It noted that you retain the right to request an early review of this substantive order under Article 30(2) if you can demonstrate that the concerns have been addressed at an earlier stage during the 18-month period.

It decided to continue to impose the following conditions which it considered are appropriate and proportionate in this case:

> ‘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 work with a registered nurse to create a personal development plan (PDP). Your PDP must address the concerns about your misconduct. You must send your case officer a copy of your PDP within one month.

2. You must undertake clinical supervision with a registered nurse every two months. You must send your case officer signed notes of your clinical supervision every two months. Your clinical supervision should focus on the following aspects:
    a) Safe and effective practice.
    b) Documentation responsibilities.
    c) Following policy and practice which ensures patient safety.
    d) Your progress towards your aims within your PDP.

3. You must send the NMC evidence of further training regarding the following. You must give evidence of your training prior to any review:
    a) Therapeutic relationships.
    b) Record keeping.

4. You must keep us 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.

5. You must keep us 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.

6. 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.

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 educational establishment.
   c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

The period of this order is for 18 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 7 January 2027 in accordance with Article 30(1).

Before the order expires, a panel will hold a review hearing to see how well you have complied 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 with another order.

Any future panel reviewing this case would be assisted by:

- Positive testimonials from colleagues and managers.
- Any written reflections to demonstrate your progress and insight.
- Evidence of any additional training undertaken.

This will be confirmed to you in writing.

That concludes this determination.