Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Tuesday 17 November 2026

Virtual Hearing

Name of Registrant:	Fiona Catherine Salter
NMC PIN:	14F1485E
Part(s) of the register:	Registered Nurse – Adult (Level 1) 20 April 2015
Relevant Location:	East Lancashire
Panel members:	Kiran Gill (Chair, lay member) Michelle Mello (Registrant member) Leon Jacobs (Lay member)
Legal Assessor:	John Donnelly
Hearings Coordinator:	Salima Begum
Nursing and Midwifery Council:	Represented by Isabella Priestman Bennett, Case Presenter
Miss Salter:	Present and represented by Samantha Madden instructed by the Royal College of Nursing (RCN)
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 was of the view that the public would remain suitably protected by the variation of the following 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 remain with one single, substantive employer, [PRIVATE] NHS Trust. You may undertake bank work in the same clinical area with the same employer, [PRIVATE] NHS Trust.

2) You must not undertake agency work.

3) You must meet monthly with your line manager, mentor or supervisor to discuss and review your practice and training with particular regard to:
   a) Your work in a diverse community
   b) Treating patients, colleagues and the public with dignity and respect
   c) The importance of maintaining professional boundaries and conduct in the workplace

4) You must obtain a report from your line manager, mentor or supervisor prior to any review hearing commenting on your monthly meetings and your practice and training in relation to:
   a) Your work in a diverse community
   b) Treating patients, colleagues and the public with dignity and respect
   c) The importance of maintaining professional boundaries and conduct in the workplace

You must provide this report to your NMC case officer before the next review meeting or hearing.

5) You must provide your NMC case officer with a reflection utilising a proven reflective model (e.g. Gibbs) before the next review meeting or hearing in relation to:
   a) Your work in a diverse community
   b) Treating patients, colleagues and the public with dignity and respect
   c) The importance of maintaining professional boundaries and conduct in the workplace

6) You must immediately give a copy of these conditions to:
   a) Your employer
   b) Any establishment you apply to (at the time of application) of 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) Your employer
   b) Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

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 case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.