

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 9 September 2026**

Virtual Hearing

Name of Ms Tawiah:	Ms Sarah Tawiah
NMC PIN:	23A0160W
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 6 March 2023
Relevant Location:	Newport
Panel members:	Ingrid Lee (Chair, Lay member) Arijana Kilic (Registrant member) Louise Jones (Lay member)
Legal Assessor:	Gareth Jones
Hearings Coordinator:	Anya Sharma
Nursing and Midwifery Council:	Represented by Samantha Davies, Case Presenter
Ms Tawiah:	Not present and not represented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 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 limit your nursing practice to one substantive employer.
This must not be agency or bank work.
2. You must ensure that you are supervised any time you are working.
When working in a patient facing role, your supervision must consist of working at all times while directly supervised by a registered nurse of Band 5 or above.

This direct supervision must continue until you are deemed to have successfully passed assessment and demonstrated competency in each of the following areas:

- a) Medication administration and management
 - b) Patient history taking and clinical observation
 - c) Compliance with your employer’s patient discharge processes
 - d) Recordkeeping and accurate documentation
3. Within seven days of successfully completing assessment in each of the areas outlined in condition two, you must send evidence of such completed assessment to your case officer.

4. When working in a non-patient facing role, your supervision must consist of working at all times on the same shift as, but not always directly supervised by a line manager, mentor or supervisor.
5. You must meet fortnightly with your line manager, mentor or supervisor to discuss all aspects of your clinical practice with specific regard to the following areas:
 - a) Your performance in your role
 - b) Your communication with patients and colleagues
 - c) Escalation of deteriorating patients
 - d) Compliance with your employer's processes and procedures.
6. Prior to any NMC review hearing or meeting, you must send a report from your line manager, supervisor or mentor to your case officer, commenting on your clinical practice with particular reference to the following:
 - a) Your performance in your role
 - b) Your communication with patients and colleagues
 - c) Escalation of deteriorating patients
 - d) Compliance with your employer's processes and procedures.
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 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.

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.

Unless Ms Tawiah'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 Tawiah or the Nursing and Midwifery Council (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 a panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order 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 Ms Tawiah. The NMC will write to Ms Tawiah when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Tawiah in writing.

That concludes this determination.