

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

**Interim Order Review Hearing
Monday 13 November 2023**

Virtual Hearing

Name of Registrant:	Safina Michelle Clay
NMC PIN	18B0584E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – April 2018
Relevant Location:	Hertfordshire
Panel members:	Carolyn Tetlow (Chair, lay member) Jane Scattergood (Registrant member) Jacqueline Metcalfe (Registrant member)
Legal Assessor:	Trevor Jones
Hearings Coordinator:	Rene Aktar
Nursing and Midwifery Council:	Represented by Ashraf Khan, Case Presenter
Miss Clay:	Not present and unrepresented at the 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 practice to one substantive employer. This must not be an agency.
2. You must not be the nurse in charge on any shift.
3. You must ensure that you are supervised by another registered nurse at any time you are working. Your supervision must consist of:
 - a) Working at all times on the same shift as, but not always directly observed by, a registered nurse.
 - b) Monthly meetings to discuss your clinical caseload.
4. You must work with a nominated supervisor to create a personal development plan (PDP). Your PDP must address the concerns about medicines administration and management, documentation, wound care, communication and team working.
 - You must send your case officer a copy of your PDP before any review hearing.
 - You must meet monthly with your nominated supervisor to discuss your progress towards achieving the aims set out in your PDP.
 - You must send your case officer a report from your nominated supervisor before any review hearing.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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 Miss Clay'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, Miss Clay 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Clay. The NMC will keep Miss Clay informed of developments in relation to that issue.

This will be confirmed to Miss Clay in writing.

That concludes this determination.