

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

**Interim Order Review Hearing
Friday, 23 February 2024**

Virtual Hearing

Name of Registrant:	Fiona Elizabeth Sherriff
NMC PIN	06A2421E
Part(s) of the register:	Registered Nurse – Mental Health RNMH – (13 February 2006)
Relevant Location:	Worcestershire
Panel members:	Phillip Sayce (Chair, registrant member) Anna Ferguson (Registrant member) Robert Fish (Lay member)
Legal Assessor:	Marian Gilmore KC
Hearings Coordinator:	Nicola Nicolaou
Nursing and Midwifery Council:	Represented by Rosalind Young, Case Presenter
Mrs Sherriff:	Present and represented by Gerard McGettigan, 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 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 confine your practice to your current employer, Worcestershire Health and Care NHS Trust;

2. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times while being directly observed by a registered nurse;

3. You must work with your supervisor, line manager or mentor to create a personal development plan (PDP). Your PDP must address the concerns about record-keeping and professional boundaries.

You must:

- a) Meet with your supervisor, line manager or mentor every month to discuss your progress towards achieving the aims set out in your PDP.
 - b) Send your case officer a report from your supervisor, line manager or mentor prior to any review. This report must show your progress towards achieving the aims set out in your PDP.
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4. You must immediately give a copy of these conditions to:
 - a) Your employer.

b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

5. You must keep the Nursing and Midwifery Council (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.

6. 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.

7. 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 current employer.

b) Any educational establishment.

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

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 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 you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.