

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 27 March 2024**

Virtual Hearing

Name of Registrant:	Rebecca Griffiths
NMC PIN:	21J0084E
Part(s) of the register:	Registered Nurse - Adult Nursing (Level 1) 5 April 2022
Relevant Location:	Swale
Panel members:	Nariane Chantler (Chair, Registrant member) Jenny Gough (Registrant member) Geoffrey Baines (Lay member)
Legal Assessor:	Oliver Wise
Hearings Coordinator:	Eyram Anka
Nursing and Midwifery Council:	Represented by Chloe Lennon, Case Presenter
Miss Griffiths:	Present and represented by Mr Conell Loggenberg
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 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. [PRIVATE]
2. You must limit your practice to one substantive employer.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of indirect supervision by working at all times on the same shift as, but not always directly observed by a registered nurse. If you are working in a community setting, your supervision must include being able to consult with your supervisor, either remotely or in person, before, during and after a patient visit.
4. You must work with your line manager, supervisor or mentor to develop a personal development plan which should include:
 - a. Aseptic technique and wound care
 - b. Record keeping
 - c. Team working
 - d. Professional conduct

You must send a copy of the personal development plan to your NMC case officer before the next review hearing.

5. You must have monthly meetings with your line manager, supervisor or mentor to discuss your progress in relation to your personal development plan and [PRIVATE].
6. You must send a report from your line manager, supervisor or mentor to your NMC case officer before the next review hearing, commenting on your progress against your personal development plan and [PRIVATE].
7. [PRIVATE]
8. 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.
9. 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.
10. 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.
11. 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.

12. 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 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 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 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.