

Review of Direction of Statutory Committee
Pharmaceutical Society of Northern Ireland

In the matter of:	Heather Trueick (2448)
Location:	The hearing was conducted remotely via Teams videoconferencing.
Date:	28 January 2026
Committee:	Mr. Gary Potter (Chair), Mr. Paul Archer (Lay), Ms. Frances-Ann Archibald (Registrant)

The Committee have to consider whether the Registrant's fitness to practice remains impaired. The Committee are reminded of the following chronology in this case.

1. The Registrant was suspended, at the conclusion of FTP proceedings, on 13th January 2023 for a period of 1 year.
2. Following a review, on 9th February 2024, she was further suspended for a 3-month period.
3. Following a review on 24th April 2024 and 1st May 2024, Conditions were imposed on her practice for a period of 12 months.
4. Following a review on 6th May 2025, Conditions on practice were extended by 6 months.
5. Following a review on 7th November 2025, Conditions on practice were extended for a further 3 months.
6. The current Order of Conditions on practice will remain in place until 10th February 2026.

The Committee is also reminded of the following principles at this stage:

7. At a review hearing, the Committee must first consider whether the Registrant's fitness to practise is impaired before going on to consider further sanction.

8. At a review hearing, when considering a review in the statutory context, Blake J stated -

“the review has to consider whether *all* the concerns raised in the original finding of impairment through misconduct have been sufficiently addressed to the Panel's satisfaction. In practical terms there is a persuasive burden on the practitioner at a review to demonstrate that he or she has fully acknowledged why past professional performance was deficient and through insight, application, education, supervision or other achievement sufficiently addressed the past impairments.¹”

9. The Registrant has a persuasive burden at a review hearing and that burden is to demonstrate sufficient insight and “the achievement of sufficiently addressing past impairments.²”

10. This approach was emphasised in GPhC -v- Khan (2016) UKSC 64 by Lord Wilson on behalf of a unanimous Supreme Court:-

“the focus of a review is upon the current fitness of the registrant to resume practice, judged in the light of what he has, or has not, achieved since the date of the suspension. The review committee will note the particular concerns articulated by the original committee and seek to discern what steps, if any, the registrant has taken to allay them during the period of his suspension. The original committee will have found that his fitness to practise was impaired. The review committee asks: does his fitness to practise remain impaired?”

11. At paragraph 27.267 of the fifth report to the Shipman Inquiry, Dame Janet Smith stated:

“Review hearings are extremely important. They are the “teeth” behind the sanctions other than erasure and should focus the doctor’s mind on the need to undertake any necessary remediation.”

12. The Supreme Court in Khan referred with approval to these comments, which are applicable across healthcare professions with respect to FTP.

¹ Abrahaem -v- General Medical Council (2008) EWHC 183 (Admin)

² Bamgbelu -v- General Dental Council (2013) EWHC 1169 (Admin)

13. It is for the Registrant to satisfy the Committee that her fitness to practise does not remain impaired.

The factual position:

14. A review hearing was scheduled to proceed on 8th and 9th January 2026. The Registrant applied to adjourn this hearing and the application was acceded to. The review hearing has now been fixed for 23rd and 24th February 2026. The Committee notes that Registrant has consented to the order of Conditions (attached to the end of this document) being reviewed, and extended by 1 month, in the circumstances, and that the Society agrees that this is appropriate.
15. The order for Conditions will lapse, on or about 10th February 2026, if no further order is made. Accordingly, the Committee is required to substantively review the order made on or before 10th February 2026. A persuasive burden lies with the Registrant to demonstrate that her fitness to practise is not currently impaired. As the hearing cannot now take place before the current order lapses, the Committee must review the current order, applying the above legal principles, and, if considered appropriate, extend the current order by 1 month.
16. Having considered written submissions on behalf of the Society and having received written consent on behalf of the Registrant agreeing to an extension of the current Conditions order the Committee finds that -
 - i. The Registrant's fitness to practise remains impaired;
 - ii. The current order for Conditions remains appropriate; and
 - iii. It is appropriate that the current order for Conditions be extended by 1 month until 10th March 2026.

Gary Potter KC
Chair of the Statutory Committee
28 January 2026

SCHEDULE OF CONDITIONS

- (i) The conditions order will be extended for 1 month.
- (ii) The Registrant shall not act as a Superintendent Pharmacist at any time during the 1-month period.
- (iii) The Registrant shall devise and implement structures and protocols to demonstrate genuine diversification of the role of Superintendent Pharmacist and the Registrant as the business owner of Wynrose Limited.
- (iv) Before the expiration of the period of conditions the Registrant shall provide a written, signed and dated report from the Superintendent Pharmacist, to confirm the work carried out by the Registrant, to include how the Superintendent Pharmacist has been able to work independently to provide effective control to manage risk and promote patient safety.
- (v) The Registrant shall notify the Pharmaceutical Society of Northern Ireland of any position which requires the Registrant to act as a Registered Pharmacist in the course of her duties, and to provide the Pharmaceutical Society of Northern Ireland with the contact details of her Superintendent Pharmacist.
- (vi) The Registrant shall inform the Pharmaceutical Society of Northern Ireland if the Registrant applies to work as a pharmacist outside of Northern Ireland.