

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday 28 September 2020**

**Virtual Hearing**

**Name of registrant:** Linda Kissoon

**NMC PIN:** 97A0378E

**Part(s) of the register:** Registered Nurse – Mental Health Nursing

**Area of registered address:** England

**Panel members:** Valerie Paterson (Chair – Lay member)  
Sarah Hewetson-Grubb (Registrant member)  
Jane Hughes (Registrant member)

**Legal Assessor:** Attracta Wilson

**Panel Secretary:** Vicky Green

**Nursing and Midwifery Council:** Represented by Christopher Harper, Case Presenter

**Miss Kissoon:** Present and represented by Mary Teresa Deignan, Counsel, instructed by the Royal College of Nursing

**Interim order directed:** Interim conditions of practice order (18 months)

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 which may be arranged through an agency. If your employment is arranged through an agency then the nursing post must be for at least 3 months.
2. You must ensure that you are supervised at any time you are working. Your supervision must consist of:
  - Working at all times while being directly observed by another registered nurse.
  - Fortnightly meetings with your line manager, mentor, supervisor or nominated deputy to discuss your conduct and moving and handling techniques.
3. [PRIVATE]
4. [PRIVATE]
5. You must work with your line manager, mentor, supervisor or nominated deputy to create a personal development plan (PDP). Your PDP must address the concerns about your conduct and your performance in moving and handling techniques. You must:
  - a) Send your case officer a copy of your PDP within 4 weeks of these conditions coming into effect.
  - b) Meet with your line manager, mentor, supervisor or nominated deputy at least every month to discuss your progress towards achieving the aims set out in your PDP.
  - c) Send your case officer a report from your line manager, mentor, supervisor or nominated deputy before any interim order review hearing or meeting. This

report must show your progress towards achieving the aims set out in your PDP.

6. 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.
  
7. 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.
  
8. You must immediately give a copy of these conditions to:
  - a) Any organisation or person you work for.
  - b) Any agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
  
9. You must tell your case officer, within seven days of your becoming aware of:
  - a) Any clinical incident/incident you are involved in.
  - b) Any investigation started against you.

- c) Any disciplinary proceedings taken against you.

10. 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 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 the reviewing 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.