

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday 8 September 2020**

Virtual Hearing

Name of registrant: Noreen Thomson

NMC PIN: 0711259S

Part(s) of the register: Registered Nurse
Adult – 29 October 2010

Area of registered address: Kilmarnock

Panel members: Sarah Tozzi (Chair, lay member)
Elizabeth Williamson (Registrant member)
Navneet Sher (Lay member)

Legal Assessor: Michael Bell

Panel Secretary: Catherine Acevedo

Nursing and Midwifery Council: Represented by Barnaby Hone, Case
Presenter

Mrs Thomson: Present and represented by Mariam Javed

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 not be the nurse in charge of any shift you work.*
2. *You must only work for a single substantive employer.*
3. *You must meet with your line manager, mentor or supervisor every 4 weeks to discuss your:*
 - a) *record keeping*
 - b) *falls management*
 - c) *communication with staff*

You must provide a report to the NMC from your line manager, mentor or supervisor regarding points a – c, prior to any NMC review hearing.

4. *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.*
5. *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.*
6. *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.*
7. *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.*
8. *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*

The panel decided to make this interim order for a period of 18 months to allow the NMC time to fully investigate matters, taking into account any delays that have arisen due to the Covid-19 situation.

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 decision will be confirmed to you in writing.