

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday 4 March 2022**

Virtual Hearing

Name of registrant: Teresa May Cobbold

NMC PIN: 09A1020E

Part(s) of the register: Registered Nurse –Mental Health
Nursing – Sub Part (1) – June 2009

Area of registered address: Thetford

Panel members: Andrew Skelton (Chair, registrant member)
Melanie Tanner (Registrant member)
Nigel Bremner (Lay member)

Legal Assessor: Simon Walsh

Hearings Coordinator: Samiz Mustak

Nursing and Midwifery Council: Represented by Philip Vollans, Case Presenter

Miss Cobbold: Present and represented by Emma Dmitriev, of
the Royal College of Nursing (RCN)

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

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 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 practise as a registered nurse in any community setting. For the avoidance of doubt, this does not restrict you from working in a nursing home or a residential home.
2. You must meet with your line manager, mentor, or supervisor at least monthly to discuss your performance. In particular, your performance in relation to your:
 - Knowledge of and adherence to professional boundaries;
 - Safeguarding practice; and,
 - Knowledge of and adherence to local policies, procedures and guidance relating to the above.
3. Prior to any review hearing, you must send your case officer a report from your line manager, mentor, or supervisor which specifically comments on your performance in the areas identified in condition 2.
4. [PRIVATE]
5. 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.

6. You must immediately give a copy of these conditions to:
 - (a) Any employers you apply to for work (at the time of application).
 - (b) 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.

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 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.