

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 28 November 2023**

Virtual Hearing

Name of Registrant:	Mrs Tina Santa Dunglison
NMC PIN	91A0636E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – (Level 1) – 14 March 1994
Relevant Location:	West Sussex County Council
Panel members:	Godfried Attafua (Chair, Registrant member) Alister Campbell (Registrant member) Wendy West (Lay member)
Legal Assessor:	Graeme Henderson
Hearings Coordinator:	Eleanor Wills
Nursing and Midwifery Council:	Represented by Zainab Mohamed, Case Presenter
Mrs Dunglison:	Present and unrepresented
Interim order to be reviewed:	Interim suspension order (18 month)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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. You must limit your work to one substantive employer which must be the University Hospitals Sussex NHS Foundation Trust ("the Trust").
2. You must meet fortnightly for a reflective discussion with your line manager/supervisor/mentor to discuss the following:
 - a) Your general performance
 - b) Your adherence to the Trust information governance policy and procedure
 - c) Your adherence to patient confidentiality policy
 - d) Your record keeping and management of confidential patient information.
3. You must provide a report detailing your progress on your reflective discussion regarding:
 - a) Your general performance
 - b) Your adherence to the Trust information governance policy and procedure
 - c) Your adherence to patient confidentiality policy
 - d) Your record keeping and management of confidential patient information.

This report must be sent to your NMC case officer prior to any NMC proceedings.

4. You must undertake training in information governance policy and procedure. You must provide your NMC Case officer with evidence of the completion of this training within seven days of completion of the training.
5. 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.
6. 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.
7. 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.
8. 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.

9. 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 Mrs Dunglison's 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, Mrs Dunglison 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 Mrs Dunglison. The NMC will write to Mrs Dunglison when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Dunglison in writing.

That concludes this determination.