

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday 20 November 2023**

Virtual Hearing

<b>Name of Registrant:</b>	Gloria P Guansing
<b>NMC PIN</b>	03A0505O
<b>Part(s) of the register:</b>	Registered Nurse Adult Nursing – 14 January 2003
<b>Relevant Location:</b>	Scotland
<b>Panel members:</b>	Jacqueline Nicholson (Chair, registrant member) Yvonne Wilkinson (Registrant member) Richard James Carnell (Lay member)
<b>Legal Assessor:</b>	Nigel Mitchell
<b>Hearings Coordinator:</b>	Jack Dickens
<b>Nursing and Midwifery Council:</b>	Represented by James Wilson, Case Presenter
<b>Ms Guansing:</b>	Present and represented by Lauren Doherty, from Anderson Strathern
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **Decision and reasons on interim order**

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 restrict your practice to one substantive employer. This employer cannot be an agency.
2. You must be directly supervised by another registered nurse whenever you are working.
3. You must meet with your manager, mentor, or supervisor every two weeks to discuss your clinical practice, specifically:
  - a) Medication Administration
  - b) Escalation of incidents/ deteriorating patients
  - c) Providing accurate handovers
  - d) Communication with patients, their relatives, and colleague
4. You must provide a report from your manager, mentor, or supervisor to the NMC prior to any future hearings informing the NMC about your clinical practice, specifically:
  - a) Medication Administration
  - b) Escalation of incidents/ deteriorating patients
  - c) Providing accurate handovers
  - d) Communication with patients, their relatives, and colleague

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 keep the NMC 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 NMC 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 NMC 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 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 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.