

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 27 August 2025**

Virtual Meeting

Name of Registrant:	Louise Fallon
NMC PIN	19I1010E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 29 January 2020
Relevant Location:	Lambeth
Panel members:	Neil Calvert (Chair, lay member) Karen McCutcheon (Registrant member) Darren Rice (Lay member)
Hearings Coordinator:	Ifeoma Okere
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

As such, the panel determined that the following conditions remains 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 practise to a single substantive employer, if this is an agency then any employment must be for a minimum period of 4 months.*
2. *You must not be the nurse in charge of any shift.*
3. *You must not be the only nurse on duty.*
4. *You must be directly supervised by another registered nurse for medication administration and management until you are signed off as competent to do so by another registered nurse. You must send evidence of this to your NMC Case Officer before the next review of this order.*
5. *You must work with your line manager to create a personal development plan (PDP). Your PDP must address the concerns about the following:*
 - a) *Medication administration management*
 - b) *Record keeping*
 - c) *Clinical assessments*

6. *You must have meeting with your line manager on a monthly basis to ensure that you are making progress towards the aims set in your personal development plan (PDP).*
7. *You must provide a report of your progress with your PDP to your case officer before any review of this order.*
8. *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.*
9. *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.*
10. *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.*
11. *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.*

12. *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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Miss Fallon will be notified of that panel's decision in writing following that meeting.

Alternatively, Miss Fallon is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Miss Fallon will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Miss Fallon must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Miss Fallon does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Miss Fallon and her representative will be invited to attend.

This decision will be confirmed to Miss Fallon in writing.

That concludes this determination.