

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Friday, 19 December 2025**

Virtual Hearing

Name of Registrant:	Marion Macdonald	
NMC PIN:	91B0449S	
Part(s) of the register:	Registered Nurse – Adult RNA: 13 May 1994	
Relevant Location:	Falkirk	
Panel members:	James Lee	(Chair, registrant member)
	Callum Lamont	(Lay member)
	Samuel Herbert	(Registrant member)
Legal Assessor:	Monica Daley	
Hearings Coordinator:	Yousrra Hassan	
Nursing and Midwifery Council:	Represented by Beverly Da Costa, Case Presenter	
Mrs Macdonald:	Present and represented by Lauren Doherty from Anderson Strathern	
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.

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 practice to one substantive employer. If this is an agency, then you should only accept a single placement at any one time, which should be for a continuous period of at least 3 months.
2. You must ensure you are supervised by another Registered Nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a Registered Nurse.
3. You must meet with your supervisor weekly to discuss your general performance, specifically in relation to:
 - Medication management and administration
 - Record keeping
 - Communication with colleagues as well as patients and their families
 - Aseptic technique
 - Wound care
 - Catheter care
 - Care planning
 - Multi-disciplinary team work

4. You must obtain a report from your supervisor detailing your progress in relation to the areas as outlined in condition 3. You must provide this report to your NMC case officer prior to any review.
5. [PRIVATE]
6. 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.
7. 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.
8. 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.
9. 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.

10. 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 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.