

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

**Interim Order Review Hearing
Tuesday 22 July 2025**

Virtual Hearing

Name of Registrant:	Ann Collier
NMC PIN	1710728S
Part(s) of the register:	Registered Nurse - Adult RNA January 2021
Relevant Location:	Glasgow
Panel members:	Nicholas Rosenfeld (Chair, lay member) Juliana Thompson (Registrant member) Chanelle Gibson-McGowan (Lay member)
Legal Assessor:	Graeme Dalglish
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Euan Bruce, Case Presenter
Ms Collier:	Not present but represented by Jennifer McPhee, instructed by 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 work to one substantive employer. This must not be an agency.
2. You must not work as a community nurse.
3. You must not be the nurse in charge on any shift.
4. You must ensure that you are supervised by a registered nurse any time you are working. Working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must have a fortnightly meeting with your workplace line manager, mentor or supervisor to discuss your
 - [PRIVATE]
 - Professional boundaries with patients
 - Effective communication with colleagues and
 - Escalating deteriorating patients.
 - Training needs to ensure safe practice.
 - Record keeping.
6. You must immediately give a copy of these conditions to:

- a. [PRIVATE]
- b. [PRIVATE]
- c. [PRIVATE]

7. You must allow:

- a. [PRIVATE]
- b. [PRIVATE]
- c. [PRIVATE]

8. You must keep your work under review. You must immediately limit or stop your practice if you are advised to by:

- a. [PRIVATE]
- b. [PRIVATE]
- c. [PRIVATE]

9. 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.

10. You must send the NMC a report seven days in advance of the next NMC hearing or meeting from your line manager, mentor or supervisor. This report must include reference to your:

- [PRIVATE]
- Professional boundaries with patients
- Effective communication with colleagues and
- Escalating deteriorating patients.
- Training needs to ensure safe practice.
- Record keeping.

11. 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.
12. 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.
13. 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.
14. 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.
15. 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 Ms Collier'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, Ms Collier or the 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 Mrs Collier. The NMC will keep Mrs Collier informed of developments in relation to that issue.

This decision will be confirmed to Ms Collier in writing.

That concludes this determination.