

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday 21 July 2025**

Virtual Hearing

Name of Registrant:	Irene Lobo
NMC PIN:	03I0168O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 8 September 2002
Relevant Location:	London
Panel members:	Yvonne Wilkinson (Chair, registrant member) Niall McDermott (Lay member) Aileen Cherry (Registrant member)
Legal Assessor:	Monica Daley
Hearings Coordinator:	Shela Begum
Nursing and Midwifery Council:	Represented by Kimberley Clifton, Case Presenter
Mrs Lobo	Not present and unrepresented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (15 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 employment to one substantive employer, and if this is an agency, your placement should be for no less than 3 months in one setting.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised any time you are working. This supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. Any time you are administering and managing medication, you must ensure that you are directly supervised by another registered nurse until formally assessed as competent to do so by another registered nurse.
 - a) Evidence of this assessment must be sent to your case officer within 7 days of successful completion
5. You must meet with your line manager, mentor or supervisor once a fortnight to discuss:
 - a) Your progress in managing and administering medication;
 - b) Working within the scope of your practice
 - c) Communication with colleagues and patients
 - d) Your management of conflict

- e) Your compliance with these conditions
6. You must provide a report from your line manager, mentor or supervisor before the next review hearing, commenting on your progress in relation to:
- a) Your progress in managing and administering medication;
 - b) Working within the scope of your practice
 - c) Communication with colleagues and patients
 - d) Your management of conflict
 - e) Your compliance with these conditions
7. 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.
8. 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.
9. 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.
10. 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.

11. 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 Lobo'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 Lobo 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 Lobo. The NMC will write to Mrs Lobo when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Lobo in writing.

That concludes this determination.