

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 16 October 2025**

Virtual Hearing

Name of Registrant:	Lorna Fell
NMC PIN:	13A1654E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 11 March 2013
Relevant Location:	Epsom
Panel members:	Petra Leseberg (Chair, Lay member) Liz Maxey (Registrant member) Eleanor Harding (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Jumu Ahmed
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mrs Fell:	Not present and not represented
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 restrict your nursing practice to one substantive employer. If this employer is an agency, you must not accept a placement for less than six months.
2. You must not be the nurse in charge.
3. You must ensure you are supervised 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 another registered nurse.
4. For the first 12 weeks of your employment, you must be directly supervised by another registered nurse at any time you are involved in the administration or management of medication. Thereafter, you must continue to be directly supervised until you have been formally assessed by another registered nurse as competent to administer and manage medication independently. You must send written evidence of this assessment to your NMC case officer within 7 days of the assessment.
5. You must meet with your line manager, mentor or supervisor on a fortnightly basis to discuss your conduct and clinical performance and particularly in relation to the following areas:
 - a) Administration and management of medication
 - b) Adherence to policy and procedures
 - c) Compliance with these conditions

6. You must send a report from your line manager, mentor or supervisor to your NMC case officer prior to any review hearing or meeting, which addresses the areas listed in condition 5.
7. 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.
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 Fell'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 Fell 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 Fell. The NMC will write to Mrs Fell when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Fell in writing.

That concludes this determination.