

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 3 November 2025**

Virtual Hearing

Name of Registrant:	Lee Graham
NMC PIN:	18I2161S
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nursing (Level 1) – 17 December 2020
Relevant Location:	Fife
Panel members:	Ingrid Lee (Chair, Lay member) Nicola Harvey (Registrant member) Leon Jacobs (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Bethany Seed
Nursing and Midwifery Council:	Represented by Rowena Wisniewska, Case Presenter
Mr Graham:	Not present and written submissions provided by the Royal College of Nursing (RCN)
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 nursing practice to NHS Fife. You must not undertake any bank or agency work.
2. You must not be the nurse in charge of any shift.
3. You must not be the sole nurse on duty at any time when you are working in a clinical role.
4. You must ensure that you are supervised by another registered nurse any time you are working in a clinical role. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must meet with your line manager at least fortnightly to discuss your performance with specific reference to:
 - a) Documentation and record keeping
 - b) Communication
 - c) Patient follow-ups
 - d) Risk assessment
6. You must provide a report from your line manager to the NMC prior to any review hearing on your general conduct and performance with particular reference to the areas listed in condition 5 (a-d).

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 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.
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 Mr Graham'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, Mr Graham 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 Mr Graham. The NMC will write to Mr Graham when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Graham in writing.

That concludes this determination.