

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 13 November 2025**

Virtual Hearing

Name of Registrant:	Clare Louise Hargest
NMC PIN:	92A0216E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 24 December 1994
Relevant Location:	Norfolk
Panel members:	Godfried Attafua (Chair, registrant member) Tasneem Dhanji (Lay member) Arijana Kilic (Registrant member)
Legal Assessor:	Elisa Hopley
Hearings Coordinator:	Tyra Andrews
Nursing and Midwifery Council:	Represented by Susan Jean, Case Presenter
Mrs Hargest:	Present and represented by Deepan Jaddoo, instructed by Unison
Interim order to be reviewed:	Interim conditions of practice order (18 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 nursing practice to one single substantive employer as a registered nurse, if employed through an agency, each clinical placement period should be no less than 3 months.
2. You must not be the nurse in charge of a shift or in a clinical area.
3. When conducting any of the following procedures, you must be directly observed by another registered nurse:
 - Wound care assessment & management
 - Venepuncture
 - Bowel care
 - Drain care and bladder scanning
 - Syringe driver management
 - Patient assessment

You must continue to be supervised when undertaking these procedures until such time as you are assessed as competent to do so by a senior registered nurse. You must provide evidence of this assessment to the NMC within 14 days of being assessed as competent.

4. You must meet with your line manager or clinical supervisor every two weeks to review your progress in relation to the identified areas of concern:
 - Wound care assessment & management
 - Venepuncture
 - Bowel care
 - Drain care and bladder scanning
 - Syringe driver management
 - Patient assessment
 - Record keeping
 - Your professional communication with patients in response to their clinical needs
 - Working within prescribed care plans
5. You must send the NMC a written report from your line manager or clinical supervisor in relation to condition 5 prior to each review hearing or meeting.
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 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.

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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.