

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 11 November 2025**

Virtual Hearing

<b>Name of Mrs Knowles:</b>	Vivianne Knowles	
<b>NMC PIN:</b>	09I0845E	
<b>Part(s) of the register:</b>	Registered Nurse Adult – RNA – September 2010	
<b>Relevant Location:</b>	Norfolk	
<b>Panel members:</b>	Gary Tanner	(Chair, lay member)
	Suzie Adam	(Mrs Knowles member)
	Hazel Wilford	(Lay member)
<b>Legal Assessor:</b>	Paul Hester	
<b>Hearings Coordinator:</b>	Audrey Chikosha	
<b>Nursing and Midwifery Council:</b>	Represented by Alex Radley, Case Presenter	
<b>Vivianne Knowles:</b>	Not present and not represented at the hearing	
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>	

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 work for one substantive employer. This must be James Paget University Hospitals NHS Foundation Trust.
2. You must not work in any patient facing role
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
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

The panel directed Mrs Knowles' case to be reviewed within 14 days.

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

This will be confirmed to Mrs Knowles in writing.

That concludes this determination.