

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant:	Caroline McNulty
NMC PIN:	99B0302S
Part(s) of the register:	Nurses Part of the Register – Sub Part 1 RNA: Adult Nurse, Level 1 – 4 February 2002
Relevant Location:	Scotland
Panel members:	Amy Barron (Chair, lay member) Debbie Holroyd (Registrant member) Niall McDermott (Lay member)
Legal Assessor:	Charles Conway
Hearings Coordinator:	Khatra Ibrahim
Nursing and Midwifery Council:	Represented by Naa-Adjeley Barnor, Case Presenter
Miss McNulty:	Present and represented by Jennifer McPhee, instructed by Anderson Strathern
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 was of the view that the public would remain suitably protected by the variation of the following conditions:

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 a single substantive employer. This can include working for an Agency or Bank. Any placements should not be less than three months.
2. You must ensure that you are directly supervised by another registered nurse at any time that you are involved in the management or administration of medication until you have been assessed and deemed competent by a registered nurse. You must send a copy of this assessment within 7 days of completion to the NMC
3. You must meet with your line manager, mentor or supervisor at least once a month to discuss your performance in the following areas:
 - a) Medication management and administration.
 - b) Record keeping and documentation.
 - c) Adherence to policy and procedure.
 - d) [PRIVATE]

4. Before any interim order review hearing or meeting, you must send your NMC case officer a report from your manager commenting on your performance and progress in the following areas:

- a) Medication management and administration.
- b) Record keeping and documentation.
- c) Adherence to policy and procedure.
- d) [PRIVATE]

5. 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.

6. 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.

7. You must tell your NMC 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.

8. You must allow your NMC 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 decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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.