

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 12 November 2025**

Virtual Hearing

Name of Registrant:	Justine Noubissie
NMC PIN:	19F0990E
Part(s) of the register:	Registered Nurse Learning Disabilities Nurse – September 2020
Relevant Location:	Hampshire
Panel members:	Neil Calvert (Chair, lay member) Karen McCutcheon (Registrant member) Darren Rice (Lay member)
Legal Assessor:	Trevor Jones
Hearings Coordinator:	Shela Begum
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Mrs Noubissie:	Present and represented by Mark Watson, instructed by UNISON
Interim order directed:	Interim conditions of practice order (18 months)

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 limit your nursing practice to one substantive employer, namely Southern Health NHS Foundation Trust, or any successor organisation resulting from any NHS Trust merger or reorganisation. It is your duty to promptly notify your NMC case officer of any such change of name of your employer.
2. You must not undertake any agency, bank, or secondary employment as a nurse during the period of this order.
3. You must not act as the nurse in charge of any shift nor should you be the sole nurse on duty of any shift.
4. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly supervised by, another registered nurse.
5. At any time that you are managing or administering medications you must be directly supervised by another registered nurse until you have been assessed and deemed competent in medicines management by your line manager or another registered nurse nominated by your employer.

6. You must meet with your line manager or supervisor fortnightly to discuss:
 - a) your conduct and performance in relation to medicines administration and management;
 - b) your conduct and performance in relation to the management of patients' Section 17 leave; and
 - c) your general nursing practice, including handovers and patient care.
7. You must provide a report from your line manager or supervisor to the NMC before any review hearing of this order, commenting on your progress in relation to the areas listed in condition 6.
8. 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) Informing your case officer of any change of practice setting with your current employer within seven days.
 - c) Giving your case officer your employer's contact details.
9. 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.
10. 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.
11. 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.
12. 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.