

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Tuesday, 21 October 2025**

Virtual Hearing

Name of Registrant:	Nardia Westmoreland
NMC PIN:	99G1183O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (level 1) – 8 July 1999
Relevant Location:	Aberdeenshire
Panel members:	Michelle Lee (Chair, registrant member) Sarah Morgan (Registrant member) Alison McVitty (Lay member)
Legal Assessor:	Simon Walsh
Hearings Coordinator:	Adaobi Ibuaka
Nursing and Midwifery Council:	Represented by Tessa Donovan, Case Presenter
Mr Westmoreland:	Present and represented by Sean O'Neill, Counsel, instructed by UNISON
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an 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 practice to working for one substantive employer. If this is an agency, then it must be a single placement for a minimum of three months.
2. You must not be the nurse in charge on a shift.
3. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not necessarily directly supervised by a registered nurse.
4. You must not line manage other members of staff.
5. 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).
6. 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.

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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.