

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

**Interim Order Review Hearing
Monday, 15 September 2025**

Virtual Hearing

Name of Registrant:	Pauline Lino
NMC PIN:	12G2145E
Part(s) of the register:	Registered Nurse – Adult RNA – Adult Nurse (Level 1) – 18 January 2013
Relevant Location:	Birmingham
Panel members:	Rachel Carter (Chair, Registrant member) Elizabeth Coles (Registrant member) Clare Taggart (Lay member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Rodney Dennis
Nursing and Midwifery Council:	Represented by James Edenborough, Case Presenter
Mrs Lino:	Present and represented by Ani Yeghikian
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the continuation of the following conditions:

‘For the purposes of these conditions, ‘employment’ and ‘work’ mean 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 which can be an agency. If working for an agency you must limit it to one placement for no less than three months at a time.

2. You must not be the nurse in charge on any shift.

3. You must at all times work on the same shift as, but not always directly observed by, another registered nurse.

4. You must have monthly meetings with your line manager, mentor, or supervisor to have reflective discussions about your conduct at work, [PRIVATE], and compliance with these conditions.

5. You must obtain and submit a report from your line manager, mentor, or supervisor on your conduct at work, [PRIVATE], and compliance with these conditions to your NMC case officer seven days prior to any 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 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.

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.

The panel decided to confirm 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 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.

That concludes this determination.