

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday 2 September 2025**

Virtual Hearing

Name of Registrant:	Lynn Rowan
NMC PIN:	00I0368S
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 22 September 2003
Relevant Location:	South Ayrshire
Panel members:	Sarah Hamilton (Chair, lay member) Kathryn Evans (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Rene Aktar
Nursing and Midwifery Council:	Represented by Isabella Kirwan, Case Presenter
Miss Rowan:	Present and unrepresented at the hearing
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 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 working for one substantive employer. This can be bank work but your shifts must be within the same department for a minimum of three months.*
- 2. You must not be the nurse in charge of any shift.*
- 3. You must ensure that you are supervised by another registered nurse anytime you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.*
- 4. [PRIVATE].*
- 5. You must have fortnightly meetings with your line manager, mentor/supervisor to discuss:*
 - a. your general performance and conduct.*
 - b. [PRIVATE].*
- 6. Prior to any review hearing, you must send a report from your workplace line manager, mentor or supervisor commenting on:*
 - a. your general performance and conduct.*
 - b. [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'.*

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.