

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

**Interim Order Review Hearing  
Thursday 23 April 2026**

Virtual Hearing

**Name of Registrant:** Lynn Gillespie

**NMC PIN:** 86H0382S

**Part(s) of the register:** Nurses part of the register Sub part 1 RN1:  
Adult nurse, level 1 – 14 November 1989

**Relevant Location:** Fife, Scotland

**Panel members:** David Lancaster (Chair, Lay member)  
Penelope Howard (Registrant member)  
Ceri Edwards (Lay member)

**Legal Assessor:** Michael Hosford-Tanner

**Hearings Coordinator:** Hazel Ahmet

**Nursing and Midwifery Council:** Represented by Selena Jones, Case  
Presenter

**Ms Gillespie:** Present and represented by Ms McPhee

**Interim order to be reviewed:** Interim conditions of practice order  
(18 months)

**Outcome of review:** **Interim conditions of practice order varied**

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

*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. [PRIVATE]

2. You must keep your work under review. You must immediately limit or stop your practice if you are advised to do so by:

a) [PRIVATE]

b) [PRIVATE]

c) [PRIVATE]

3. You must limit your nursing practice to one substantive employer. You must not work for an agency.

4. You must not be the nurse in charge or the sole registered nurse on duty.

5. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of:

a) Working at all times on the same shift and same site as, but not always directly observed by another registered nurse

6. You must meet with your line manager, supervisor or mentor on a monthly basis to discuss:

a) [PRIVATE]

b) [PRIVATE]

7. Prior to any review hearing or meeting, you must provide a report to your NMC Case Officer from your line manager, supervisor or mentor in relation to:

a) [PRIVATE]

b) Your general conduct and performance in the workplace

8. [PRIVATE]

9. [PRIVATE]

10. 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.

11. 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.

12. You must immediately give a copy of these conditions to:

a) Any organisation or person you work for.

b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

13. [PRIVATE]

14. 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.

15. 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 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 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.

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.