

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

**Interim Order Review Hearing  
Tuesday, 7 April 2026**

Virtual Hearing

<b>Name of Registrant:</b>	Grace Mcalonan
<b>NMC PIN:</b>	14B0646E
<b>Part(s) of the register:</b>	Nurses Sub Part 1 RNA Adult Nurse level 1 21 September 2017
<b>Relevant Location:</b>	Somerset
<b>Panel members:</b>	Wayne Miller (Chair, lay member) Sharon Haggerty (Registrant member) Rosemary Chapman (Lay member)
<b>Legal Assessor:</b>	Nigel Mitchell
<b>Hearings Coordinator:</b>	Franchessca Nyame
<b>Nursing and Midwifery Council:</b>	Represented by Lynn Roberts, Case Presenter
<b>Miss Mcalonan:</b>	Not present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## **Decision and reasons on interim order**

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

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

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 substantial employer which may be an agency. If it is an agency, each placement must be for a minimum of three consecutive months in one clinical environment (i.e. Care Home, Ward).
2. You must be directly supervised in relation to medication management and administration until assessed and deemed competent by another registered nurse.
3. You must provide a copy of your medication competency assessment to your NMC case officer within seven days of its completion.
4. At all times, you must ensure you are indirectly supervised any time you are working. This comprises of working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must meet with your line manager or supervisor at least once a month to discuss:
  - a) Medication administration and management
  - b) Prioritisation of care
  - c) Time management
  - d) Communication

- e) Management of deteriorating patients
  - f) Following workplace protocols and procedures
  - g) Working cooperatively with colleagues
  - h) Appropriate delegation of tasks
6. You are to obtain a report from your line manager or supervisor and provide it to your Nursing and Midwifery Council ('NMC') case officer seven days before any review hearing, detailing your progress in relation to:
- a) Medication administration and management
  - b) Prioritisation of care
  - c) Time management
  - d) Communication
  - e) Management of deteriorating patients
  - f) Following workplace protocols and procedures
  - g) Working cooperatively with colleagues
  - h) Appropriate delegation of tasks
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 Miss Mcalonan's 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, Miss Mcalonan 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. Miss Mcalonan's case officer will write to her about this in due course.

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

This will be confirmed to Miss Mcalonan in writing.

That concludes this determination.