

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 14 April 2026**

Virtual Hearing

Name of Registrant:	Susan McGregor
NMC PIN:	94B0039S
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing
Relevant Location:	Tayside
Panel members:	Liz Maxey (Chair, Registrant member) Arijana Kilic (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Tyra Andrews
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mrs McGregor:	Not present or represented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 only work either for a single substantive employer or, when working as a bank or agency nurse, you must be allocated to a single place of work for a minimum of 3 months duration.
2. You must not be the registered nurse in charge or sole nurse on duty of any shift.
3. You must be directly supervised by another registered nurse at any time you are involved in the management or administration of medication until you have been formally assessed by a registered nurse of Band 6 or above, as competent to do so independently. You must send evidence of this assessment to your NMC case officer within 7 days of completion.
4. At all other times you must ensure that you are indirectly supervised which means, working on the same shift as but not always directly observed by a registered nurse more senior to you.
5. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss your conduct and clinical performance with particular reference to the following areas:
 - a. Medication management and administration
 - b. Documentation and record keeping
 - c. Communication and relationships with patients and colleagues

- d. Recognising emergency situations and caring for deteriorating patients
 - e. Recognising the need for regular observations of all patients
6. You must provide a report from your line manager, mentor or supervisor to the NMC prior to any review hearing on your general conduct and clinical performance with particular reference to the areas listed in condition 5.
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 Mrs McGregor'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, Mrs McGregor 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 Mrs McGregor. The NMC will write to Mrs McGregor when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs McGregor in writing.

That concludes this determination.