

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Friday, 17 April 2026**

Virtual Meeting

Name of Registrant:	Justine Noubissie
NMC PIN:	19F0990E
Part(s) of the register:	Registered Nurse – Sub Part 1 Learning Disabilities Nursing (Level 1) – 25 September 2020
Relevant Location:	Hampshire
Panel members:	Palbinder Thandi (Chair, lay member) Elaine Bowden (Registrant member) Noreen Quraishi (Lay member)
Hearings Coordinator:	Samara Baboolal
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.

As such it has determined that the following conditions remain 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 one substantive employer, namely Southern Health NHS Foundation Trust, or any successor organisation resulting from any NHS Trust merger or reorganisation. It is your duty to promptly inform your NMC case officer of any such change of name of your employer.*
- 2. You must not undertake any agency, bank, or secondary employment as a nurse during the period of this order.*
- 3. You must not act as the nurse in charge of any shift nor should you be the sole nurse on duty of any shift.*
- 4. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly supervised by, another registered nurse.*
- 5. At any time that you are managing or administering medications you must be directly supervised by another registered nurse until you have been assessed and deemed competent in medicines*

management by your line manager or another registered nurse nominated by your employer.

6. *You must meet with your line manager or supervisor fortnightly to discuss:*
 - a) *your conduct and performance in relation to medicines administration and management;*
 - b) *your conduct and performance in relation to the management of patients' Section 17 leave; and*
 - c) *your general nursing practice, including handovers and patient care.*

7. *You must provide a report from your line manager or supervisor to the NMC before any review hearing of this order, commenting on your progress in relation to the areas listed in condition 6.*

8. *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) *Informing your case officer of any change of practice setting with your current employer within seven days.*
 - c) *Giving your case officer your employer's contact details.*

9. *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.*

10. *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.*

11. *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.*

12. *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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mrs Noubissie will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Noubissie is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mrs Noubissie will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Mrs Noubissie must inform her

case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mrs Noubissie does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mrs Noubissie and her representative will be invited to attend.

This decision will be confirmed to Mrs Noubissie in writing.

That concludes this determination.