

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

**Interim Order Review Hearing
Thursday, 30 April 2026**

Virtual Hearing

Name of Registrant:	Flora N Tina
NMC PIN:	05107000
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 23 September 2005
Relevant Location:	Edinburgh
Panel members:	Robert Pragnell (Chair, Lay member) Karen Gardiner (Registrant member) David Propert (Lay member)
Legal Assessor:	Michael Hosford-Tanner
Hearings Coordinator:	Monowara Begum
Nursing and Midwifery Council:	Represented by Joanna Le Bert-Francis, Case Presenter
Ms Tina:	Not present and not represented 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 not undertake any bank shifts (other than for your substantive employer(s)) or work for an agency.
2. You must not be the nurse in charge of any shift.
3. You must not be the sole registered nurse on duty.
4. You must ensure that you are supervised by a registered nurse of at least Band 6 or equivalent any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse of at least band 6 or equivalent.
5. You must meet monthly with your line manager(s) or supervisor(s) to discuss your overall conduct and performance with specific reference to:
 - a) Medication management and administration
 - b) Adherence to care plans and instructions
 - c) Escalation and reporting of incidents
 - d) Communication
 - e) Record keeping and management of records
 - f) Maintaining patient confidentiality
 - g) Clinical and practical applications of any training undertaken

6. You must provide a report from your line manager(s) or supervisor(s) before the next review hearing detailing your overall conduct and competence with specific reference to:
 - a) Medication management and administration
 - b) Adherence to care plans and instructions
 - c) Escalation and reporting of incidents
 - d) Communication
 - e) Record keeping and management of records
 - f) Maintaining patient confidentiality
 - g) Clinical and practical applications of any training undertaken

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.

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 - a. Telling your case officer within seven days of accepting or leaving any employment.
 - b. 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 Ms Tina'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, Ms Tina 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. Ms Tina'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 Ms Tina. The NMC will keep Ms Tina informed of developments in relation to that issue.

This will be confirmed to Ms Tina in writing.

That concludes this determination.