

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 26 August 2026**

Virtual Hearing

Name of Registrant:	Carol Ann Fear
NMC PIN:	10E0228E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) - 01 February 2011
Relevant Location:	Swindon
Panel members:	Mahjabeen Agha (Chair, lay member) Cherry Brennan (Registrant member) Rohan Sivanandan (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Tyra Andrews
Nursing and Midwifery Council:	Represented by James Holloway, Case Presenter
Mrs Fear:	Present and represented by Anna Deery, instructed by The Royal College of Nursing (RCN)
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 limit your nursing practice to one substantive employer. This must not be an agency or bank work.
2. You must not be the nurse in charge of any shift.
3. You must not manage or access an NG tube at any time until you have been assessed and signed off as competent to do so independently by another registered nurse. A copy of your completed assessment must be sent to your NMC case officer within seven days of completion.
4. You must meet monthly with your line manager, mentor, or supervisor to discuss:
 - General performance
 - Communication
 - Identifying and escalating deteriorating patients
5. You must send the NMC a report prior to any review hearing or meeting from your line manager, mentor, or supervisor regarding:
 - General performance
 - Communication
 - Identifying and escalating deteriorating patients

6. 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.
7. 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).
8. You must tell your case officer, within seven days of you becoming aware of:
 - a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.
9. You must allow your case officer to share, as necessary, details about your performance, compliance with and / or progress under these conditions with:
 - a) Any current or future employer.
 - b) Any other person(s) involved in your retraining and/or supervision required by these conditions

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 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.