

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 21 August 2026**

Virtual Hearing

Name of Registrant:	Gloria P Guansing
NMC PIN:	03A0505O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 14 January 2003
Relevant Location:	Aberdeenshire
Panel members:	Chris Taylor (Chair, Registrant member) Judith Francois (Registrant member) Noreen Quraishi (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Bethany Seed
Nursing and Midwifery Council:	Represented by Abbey Robertson, Case Presenter
Ms Guansing:	Present and represented by Jennifer McPhee, Anderson Strathern
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 determined that the public would remain suitably protected by the variation of the conditions as follows:

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 restrict your practice to one substantive employer. This employer can be an agency, but any placement must be in a single location and for a minimum period of three months.
2. You must be directly supervised by another registered nurse whenever you are working.
3. You must meet with your manager, mentor, or supervisor every two weeks to discuss your clinical practice, specifically:
 - a) Medication Administration
 - b) Escalation of incidents/ deteriorating patients
 - c) Providing accurate handovers
 - d) Communication with patients, their relatives, and colleague
4. You must provide a report from your manager, mentor, or supervisor to the NMC prior to any future hearings informing the NMC about your clinical practice, specifically:
 - a) Medication Administration
 - b) Escalation of incidents/ deteriorating patients
 - c) Providing accurate handovers
 - d) Communication with patients, their relatives, and colleague

5. 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.
6. 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.
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).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
8. You must tell your NMC 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.
9. You must allow your NMC 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.

The panel decided to vary the interim conditions of practice order as set out above and it will run for the remainder of the current interim order.

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.