

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday 25 August 2026**

Virtual Hearing

Name of Registrant:	Louise Pauline Latmer
NMC PIN:	01U0675E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 17 August 2004
Relevant Location:	Durham
Panel members:	Michaela McAleer (Chair – Lay member) Fern Basnett (Lay member) Lauren Harrison (Registrant member)
Legal Assessor:	Juliet Gibbon
Hearings Coordinator:	Vicky Green
Nursing and Midwifery Council:	Represented by Stephen Earnshaw, Case Presenter
Mrs Latimer:	Present and represented by Hannah Kinney, Counsel, instructed by the Royal College of Nursing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

The panel was of the view that the public would remain suitably protected by the continuation of the following conditions:

'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 nursing practice to a single employer. If this is an agency you should only accept a single placement of at least six months duration.
2. You must not be the nurse in charge of any shift.
3. 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 observed by another registered nurse.
4. You must have monthly meetings with your supervisor to discuss:
 - medicine management and administration;
 - record keeping;
 - communication.
5. You must not administer medication unsupervised until you have been formally assessed as competent by your employer. Evidence of successfully completing this assessment should be sent to your NMC case officer within seven days of completion.
6. Prior to any review hearing, you must send to your NMC case officer, a report from your clinical line manager or supervisor:
 - confirming that you have made a full declaration of any regulatory concerns;

and commenting on your:

- compliance with this order;
- medication management and administration;
- record keeping;
- communication.

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 agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) 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 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.

11. 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 also considered the length of time the order has been in place and the impact of the order on you and noted that you have successfully secured employment as a registered nurse and that your new employer is supportive of implementing the conditions. This will therefore offer you the opportunity to demonstrate that you are a safe and effective practitioner.

The panel decided to confirm this interim conditions of practice order 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 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. your case officer will write to you about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against you. The NMC will keep you informed of developments in relation to that issue.

This will be confirmed to you in writing.

That concludes this determination.