

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant:	Gayna Plummer
NMC PIN:	20F0394E
Part(s) of the register:	Registered Nurse – Adult RNA – September 2020
Relevant Location:	Warwickshire
Panel members:	Ingrid Lee (Chair, lay member) Helen Hughes (Registrant member) Alison Fisher (Lay member)
Legal Assessor:	Lachlan Wilson
Hearings Coordinator:	Max Buadi
Nursing and Midwifery Council:	Represented by Soapna Roy, Case Presenter
Ms Plummer:	Present and represented by Samantha Madden, instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 working for one substantive employer. This must not be an agency.
2. You must not be the registered nurse in charge of a ward or other clinical setting
3. You must ensure that you are directly supervised by another registered nurse at any time you are engaged in the management and administration of medications until assessed to be competent to manage and administer medications independently. As a minimum, the assessment of competence must involve at least three individual assessments, not be taken on the same day and taken over a period of three months. These assessments must be consecutive, which means that there must be no failed assessments in that same period.

Copies of these assessments must be sent to your case officer within seven days of their completion.

4. Once assessed as competent in line with condition 3, on a monthly basis you must undertake a further medications assessment under the direct supervision of a registered nurse to demonstrate sustained safe practice. These assessments must be sent to your case officer within seven days of their completion. In the event that you are

unsuccessful in any of these subsequent assessments, then you must immediately be directly supervised by a registered nurse anytime you are engaged in the administration and management of medication.

5. You must meet with your line manager, supervisor or mentor monthly to have reflective discussions in the following areas:
 - Safe medications administration and management
6. You must provide the NMC with a report from your line manager, supervisor or mentor 7 days prior to any meeting or review hearing in relation to this order commenting on your monthly discussions and progress in the areas outlined in condition 5.
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 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.
10. 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.
11. 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 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, your 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.