

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Tuesday, 4 August 2026**

Virtual Meeting

Name of Registrant:	Fiona Grieve Tweed
NMC PIN:	79A0164S
Part(s) of the register:	Registered Nurse Adult – RN1 – June 1989 Registered Nurse - General Level 2 RN7 – February 1981 Registered Midwife RM – June 1992 (lapsed)
Relevant Location:	Greater Glasgow & Clyde
Panel members:	Palbinder Thandi (Chair, Lay member) Elizabeth Williamson (Registrant member) Wendy West (Lay member)
Hearings Coordinator:	Peaches Osibamowo
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 limit your nursing practice to one substantive employer, which must not be an agency or include any bank work.
2. You must not be the nurse in charge of any shift.
3. You must be directly supervised by a registered nurse who is deemed competent on the areas below any time when you are:
 - a) Undertaking a contraceptive implant insertion;
 - b) Using PGDs including administering medication;
 - c) Taking a clinical patient history;
 - d) Completing records relevant to your practice.

This supervision must continue until you are formally assessed by a Band 6 nurse or above as competent to do so independently.

4. You must send your NMC case officer evidence of these assessments once achieved within seven days of these assessments taking place.
5. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the following concerns:

- a) Undertaking a contraceptive implant insertion;
 - b) Using PGDs including administering medication;
 - c) Taking a clinical patient history;
 - d) Completing records relevant to your practice.
6. You must meet fortnightly with your line manager, mentor or supervisor to discuss progress against your PDP.
7. You must send your case officer a copy of your PDP and the progress in these meetings 7 days before the next review of these conditions.
8. You must keep us 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.
9. You must keep us 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 Mrs Tweed's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Tweed will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Tweed will be invited to attend in person, send a representative on Mrs Tweed's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Mrs Tweed. The NMC will write to Mrs Tweed when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Tweed in writing.

That concludes this determination.