

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 13 February 2026**

Virtual Hearing

Name of Registrant:	Frances Francis
NMC PIN:	23I2848E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 27 September 2024
Relevant Location:	Redbridge
Panel members:	Palbinder Thandi (Chair, lay member) Nicola Harvey (Registrant member) David Lennox (Lay member)
Legal Assessor:	Lizzy Acker
Hearings Coordinator:	Stanley Udealor
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Ms Francis:	Not present and unrepresented at the hearing
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 restrict your nursing practice to one substantive employer which must not be an agency or bank.*
2. *You must not be the registered nurse in charge or the sole registered nurse on any shift.*
3. *You must ensure you are directly supervised by a registered nurse of band 5 or above at any time you are working until they have assessed you and deemed you competent to work unsupervised in the following areas:*
 - *patient assessment*
 - *record keeping*
 - *medication administration.*

A copy of your completed assessments must be sent to your NMC case officer within seven days of completion

4. *You must meet with your line manager, mentor or supervisor fortnightly to discuss your performance, general patient care and with specific reference to:*
 - *patient assessment*
 - *record keeping*

- *medication administration.*
5. *You must send your NMC case officer a report from your line manager, mentor or supervisor prior to any review hearing or meeting outlining your progress and compliance with these conditions. Each report must make specific reference to:*
 - *Patient assessment*
 - *record keeping*
 - *medication administration.*
 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 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.*
 8. *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.*
 9. *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.*

10. *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 Ms Francis' 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, Ms Francis 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 Ms Francis. The NMC will write to Ms Francis when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Francis in writing.

That concludes this determination.