

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 3 February 2026**

Virtual Hearing

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| Name of Ms Warden Fraser: | Paige Warden Fraser |
| NMC PIN: | 21I3855S |
| Part(s) of the register: | Registered Nurse Adult – RNA – November 2024 |
| Relevant Location: | Tayside |
| Panel members: | Godfried Attafua (Chair, Ms Warden Fraser member) Matthew Burton (Lay member) Georgia Kontosorou (Ms Warden Fraser member) |
| Legal Assessor: | Megan Ashworth |
| Hearings Coordinator: | Khatra Ibrahim |
| Nursing and Midwifery Council: | Represented by name, Case Presenter |
| Ms Warden Fraser: | Present and represented by Rhea Mills, instructed by UNISON |
| 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 one substantive employer, and this must not be an agency, who is able to provide you with a formal preceptorship programme, or equivalent. You must be directly supervised by a registered nurse of Band 6 or above anytime you are working within the preceptorship programme or equivalent.
2. You must send evidence that you have successfully completed the preceptorship programme or equivalent to your NMC case officer within 7 days of completion.
3. You must meet fortnightly with your designated mentor under the preceptorship programme or equivalent, and discuss your performance in the following areas of concern:
 - a) Recognition and management of deteriorating patients
 - b) Communication and escalation of concerns
 - c) Medication administration and management
 - d) Documentation
 - e) Delivering safe patient care
 - f) Clinical observations

- g) Responding to emergencies

4. You must send a report to your NMC case officer from your designated mentor under the preceptorship programme or equivalent, before the next review. This report must comment on your progress in the following areas:

- a) Recognition and management of deteriorating patients
- b) Communication and escalation of concerns
- c) Medication administration and management
- d) Documentation
- e) Delivering safe patient care
- f) Clinical observations
- g) Responding to emergencies

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

Unless Ms Warden Fraser's 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 Warden Fraser 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 Warden Fraser. The NMC will write to Ms Warden Fraser when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Warden Fraser in writing.

That concludes this determination.