

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Wednesday, 7 January 2026**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Margaret Jane Cooper</b>
<b>NMC PIN</b>	89A2800E
<b>Part(s) of the register:</b>	Nurses part of the register Sub part 1 RN1: Adult nurse, level 1 (20 April 1992)
<b>Relevant Location:</b>	Norwich
<b>Panel members:</b>	Susan Ball (Chair, Registrant member) Karen Gardiner (Registrant member) Emily Coffey (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Monsur Ali
<b>Nursing and Midwifery Council:</b>	Represented by Rowena Wisniewska, Case Presenter
<b>Mrs Cooper:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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 not work in a managerial role in a nursing or care home.
2. You must not be responsible for medicines management.
3. At any time that you are employed or otherwise providing nursing services, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer. Such supervision must consist of working at all times on the same shift as, but not necessarily under the direct observation of, a registered nurse who is physically present in or on the same ward, unit, floor, or home that you are working in or on.
4. You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance to the NMC prior to any NMC review hearing or meeting.
5. You must tell the NMC within 7 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.
6. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them;

7. You must within 7 days of accepting any post or employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment, or course of study;
8. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures, and disclose the conditions listed at (1) to (7) above, to them:
  - a) any organisation or person employing, contracting with, or using you to undertake nursing work;
  - b) Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services;
  - c) Any prospective employer (at the time of application) where you are applying for any nursing appointment; and
  - d) Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

Unless Mrs Cooper'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, Mrs Cooper 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 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.

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

This decision will be confirmed to Mrs Cooper in writing.

That concludes this determination.