

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 12 January 2026**

Virtual Hearing

Name of Registrant:	Clare Louise Ross-Read
NMC PIN	13E2549E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 9 July 2014
Relevant Location:	Dorset
Panel members:	Angela Williams QPM (Chair, lay member) Louisa Hilton (Registrant member) Tom Manson (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Stanley Udealor
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mrs Ross-Read:	Present and represented by Samantha Madden, instructed by 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 necessary:

'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.
This must not be an agency, bank work or involve lone working.
2. You must not be the nurse in charge of any shift or the sole nurse on duty.
3. When managing and administering medications, you must be directly supervised until you are formally assessed as competent by a registered nurse. You must send a copy of your successful assessment to your case officer within one week of being assessed as competent to manage and administer medications.
4. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift and the same site as, but not always directly supervised by another registered nurse.
5. You must meet fortnightly with your line manager, mentor or supervisor to discuss all aspects of your clinical practice with specific regard to the following areas:

- a) Medication administration and management.
 - b) Patient care
 - i. Holistic patient assessment
 - ii. Wound care
 - c) Record keeping.
6. Prior to any NMC review hearing or meeting, you must send a report from your line manager, supervisor or mentor to your NMC case officer, commenting on your clinical practice with particular reference to the following:
- a) Medication administration and management.
 - b) Patient care
 - i. Holistic patient assessment
 - ii. Wound care
 - c) Record keeping
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, you 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.