

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 8 July 2026**

Virtual Meeting

Name of Registrant:	Paige Warden Fraser
NMC PIN:	2113855S
Part(s) of the register:	Registered nurse – sub part 1 Adult nursing (level 1) – 4 November 2024
Relevant Location:	Dundee, Scotland
Panel members:	Nariane Chantler (Chair, Registrant member) Leon Jacobs (Lay member) Georgia Kontosorou (Registrant member)
Hearings Coordinator:	Fabbiha Ahmed
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.

‘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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Miss Fraser will be notified of that panel's decision in writing following that meeting.

Alternatively, Miss Fraser is entitled to have the interim conditions of practice reviewed at a hearing. This means that Miss Fraser will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Miss Fraser must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Miss Fraser does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Miss Fraser and her representative will be invited to attend.

This decision will be confirmed to Miss Fraser in writing.

That concludes this determination.