

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 23 June 2026**

Virtual Hearing

Name of Registrant:	Albertine Norma Gouldbourne
NMC PIN:	05A1198E
Part(s) of the register:	Registered Nurse – Adult RNA – June 2005
Relevant Location:	London
Panel members:	Nariane Chantler (Chair, Registrant member) Kathryn Evans (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Laura McGill
Hearings Coordinator:	Teige Gardner
Nursing and Midwifery Council:	Represented by Michaela Onuchukwu, Case Presenter
Mrs Gouldbourne:	Present but unrepresented
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.

As such it 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. [PRIVATE]
2. You must limit your work to one substantive employer, which must not be a bank or agency.
3. You must not be the nurse in charge on any shift you are working.
4. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times while being directly observed by a registered nurse of Band 6 or above until deemed competent to work alone. Once you have been assessed as competent, you must notify the NMC providing a copy of your competency documentation.
5. Once assessed as competent by your employer, you must be indirectly supervised, which consists of you working at all times on the same shift as, but not always directly observed by, a registered nurse.

6. You must obtain a report from your line manager or supervisor regarding your clinical practice. You must send this report to the NMC prior to your next hearing.
7. [PRIVATE]
8. [PRIVATE]
9. [PRIVATE]
10. 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.
11. 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).
12. 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.
13. 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 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 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 the reviewing 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.