

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 17 March 2026**

Virtual Hearing

Name of Registrant:	Connie Ann Campbell
NMC PIN:	16I2786S
Part(s) of the register:	Registered Nurse – Adult RNA – 2 February 2021
Relevant Location:	Glasgow
Panel members:	Judith Ebbrell (Chair, Registrant member) Helen Hughes (Registrant member) Sarah McAnulty (Lay member)
Legal Assessor:	Ian Ashford-Thom
Hearings Coordinator:	John Kennedy
Nursing and Midwifery Council:	Represented by Nina Dunn, Case Presenter
Ms Campbell:	Not Present and represented by Taylor Muir, instructed by Russells Gibson McCafferty
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

Therefore the panel decided to replace the current interim suspension order with an interim conditions of practice order. As such it determined that the following conditions are necessary, 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 restrict your practice to a single substantive employer, this must not be for an agency or include bank shifts.
2. [PRIAVTE]
3. [PRIVATE]
4. You must not be the sole nurse or the nurse in charge on any shift.
5. You must meet with your line manager or supervisor monthly to discuss [PRIAVTE].
6. You must obtain and send a report from your line manager or supervisor to your NMC Case Officer detailing your compliance with these conditions and [PRIVATE], prior to any review.
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) [PRIAVTE].
 - c) [PRIVATE].
 - d) Any employers you apply to for work (at the time of application).
 - e) 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 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.
11. 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) [PRIVATE].

- b) [PRIVATE].
- c) Any current or future employer.
- d) Any educational establishment.
- e) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Ms Campbell'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 Campbell 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 reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a panel at an administrative meeting. Ms Campbell's case officer will write to Ms Campbell about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Ms Campbell. The NMC will write to Ms Campbell when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Campbell in writing.

That concludes this determination.