

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Thursday 26 March 2026**

Virtual Meeting

<b>Name of Registrant:</b>	<b>Theresa Farley</b>
<b>NMC PIN:</b>	19L0674E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 28 February 2020
<b>Relevant Location:</b>	England
<b>Panel members:</b>	Gary Tanner (Chair, Lay member) Leon Jacobs (Lay member) Elizabeth Williamson (Registrant member)
<b>Hearings Coordinator:</b>	Hazel Ahmet
<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 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 work for one substantive employer which must not be an Agency. Any such substantive employer must offer an induction plan and a preceptorship programme which you must attend.
2. You must not be the sole nurse on duty or the nurse in charge of any shift.
3. You must ensure that you are directly supervised by a registered nurse when carrying out medication administration and medication management, until you have been formally assessed, while working in a registered nursing role, as competent to do so by another registered nurse who is senior to you.  
  
You must send your assessment report to your NMC case officer within seven days (7) of completing your assessment
4. You must ensure that you are indirectly supervised by a registered nurse at all times that you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.
5. You must meet with your line manager, supervisor, or mentor, who must be a registered nurse, every fortnight to discuss your ongoing development in regards to:

- a) Medication management
- b) Medication administration
- c) Preceptorship and induction plans

6. You must provide a report from your line manager, supervisor, or mentor, who must be a registered nurse, addressing the matters in Condition 5 to your NMC case officer prior to your review hearings.

7. You must keep us 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 us 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 there has been a material change of circumstances, a panel will review the interim conditions of practice on order at an administrative meeting within the next six months. The reviewing panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the order at this meeting and Mrs Farley will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Farley is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mrs Farley 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. Mrs Farley must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mrs Farley 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 Mrs Farley and her representative will be invited to attend.

This decision will be confirmed to Mrs Farley in writing.

That concludes this determination.