

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 16 March 2026**

Virtual Hearing

<b>Name of Registrant:</b>	Carol Ann Fear
<b>NMC PIN:</b>	10E0228E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – RNA – 1 February 2011
<b>Relevant Location:</b>	Swindon
<b>Panel members:</b>	Judith Ebbrell (Chair, Registrant member) Anne-Marie Borneuf (Registrant member) Leon Jacobs (Lay member)
<b>Legal Assessor:</b>	Michael Hosford-Tanner
<b>Hearings Coordinator:</b>	Monowara Begum
<b>Nursing and Midwifery Council:</b>	Represented by John Kennedy, Case Presenter
<b>Mrs Fear:</b>	Not present and not represented at the hearing
<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 interim conditions of practice order.

The panel 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. You must limit your nursing practice to one substantive employer. This must not be an agency or bank work.
2. You must not be the nurse in charge of any shift.
3. You must not manage or access an NG tube at any time until you have been assessed and signed off as competent to do so independently by another registered nurse. A copy of your completed assessment must be sent to your NMC case officer within seven days of completion.
4. You must not administer medication without direct supervision of another registered nurse until you have been assessed and signed off as competent to do so independently by another registered nurse. A copy of your completed assessment must be sent to your NMC case officer within seven days of completion.
5. You must meet monthly with your line manager, mentor, or supervisor to discuss:
  - General performance
  - Medication administration
  - Communication
  - Identifying and escalating deteriorating patients

6. You must send the NMC a report prior to any review hearing or meeting from your line manager, mentor, or supervisor regarding:
  - General performance
  - Medication administration
  - communication
  - identifying and escalating deteriorating patients
  
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 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).
  
9. You must tell your case officer, within seven days of you becoming aware of:
  - a) Any clinical incident you are involved in.
  - b) Any investigation started against you.
  - c) Any disciplinary proceedings taken against you.
  
10. You must allow your case officer to share, as necessary, details about your performance, 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 Mrs Fear'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, Mrs Fear 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 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 reviewing panel at an administrative meeting. Mrs Fear's case officer will write to her 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 Mrs Fear. The NMC will write to Mrs Fear when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Fear in writing.

That concludes this determination.