

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Tuesday, 3 March 2026**

Virtual Meeting

<b>Name of Registrant:</b>	<b>Gloria P Guansing</b>
<b>NMC PIN:</b>	03A0505O
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) January 2003
<b>Relevant Location:</b>	Aberdeenshire
<b>Panel members:</b>	Kiran Gill (Chair, Lay member) Yvonne Thomson (Registrant member) Danielle Sherman (Lay member)
<b>Hearings Coordinator:</b>	Maya Khan
<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 decided to confirm the following conditions:

*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 one substantive employer. This employer cannot be an agency.
2. You must be directly supervised by another registered nurse whenever you are working.
3. You must meet with your manager, mentor, or supervisor every two weeks to discuss your clinical practice, specifically:
  - a) Medication Administration
  - b) Escalation of incidents/ deteriorating patients
  - c) Providing accurate handovers
  - d) Communication with patients, their relatives, and colleague
4. You must provide a report from your manager, mentor, or supervisor to the NMC prior to any future hearings informing the NMC about your clinical practice, specifically:
  - a) Medication Administration
  - b) Escalation of incidents/ deteriorating patients
  - c) Providing accurate handovers
  - d) Communication with patients, their relatives, and colleague
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 Nursing and Midwifery Council

(NMC) to confirm the order at this meeting and Ms Guansing will be notified of that panel's decision in writing following that meeting.

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

Even if Ms Guansing 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 Ms Guansing and her representative will be invited to attend.

This decision will be confirmed to Ms Guansing in writing.

That concludes this determination.