

**Nursing and Midwifery Council  
Fitness to Practise Committee**

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

Virtual Hearing

<b>Name of Registrant:</b>	Mrs Pauline Lino
<b>NMC PIN:</b>	12G2145E
<b>Part(s) of the register:</b>	Registered Nurse – Adult RNA – Adult nurse (level 1) 18 January 2013
<b>Relevant Location:</b>	Birmingham
<b>Panel members:</b>	Michelle Lee (Chair, Registrant member) Asma Boujnah (Registrant member) Ray Salmon (Lay member)
<b>Legal Assessor:</b>	Graeme Sampson
<b>Hearings Coordinator:</b>	Anya Sharma
<b>Nursing and Midwifery Council:</b>	Represented by Jane Carver, Case Presenter
<b>Mrs Lino:</b>	Not present and not represented
<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 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 which can be an agency. If working for an agency you must limit it to one placement for no less than three months at a time.
2. You must not be the nurse in charge on any shift.
3. You must at all times work on the same shift as, but not always directly observed by, another registered nurse.
4. You must have monthly meetings with your line manager, mentor, or supervisor to have reflective discussions about your conduct at work, health and well-being, and compliance with these conditions.
5. You must obtain and submit a report from your line manager, mentor, or supervisor on your conduct at work, health and well-being, and compliance with these conditions to your NMC case officer seven days prior to any hearing or meeting.
6. 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.

7. 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.

8. You must immediately give a copy of these conditions to:

a) Any organisation or person you work for.

b) Any agency you apply to or are registered with for work.

c) Any employers you apply to for work (at the time of application).

d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

9. 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.

10. 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 Mrs Lino'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 Lino or the Nursing and Midwifery Council (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 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Lino. The NMC will keep Mrs Lino informed of developments in relation to that issue.

This will be confirmed to Mrs Lino in writing.

That concludes this determination.