

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant: Rebecca Reynolds

NMC PIN: 06D0637E

Part(s) of the register: Registered Nurse
Adult – RNA – May 2007

Relevant Location: Southampton

Panel members: Judith Ebbrell (Chair, Registrant member)
Anne-Marie Borneuf (Registrant member)
Leon Jacobs (Lay member)

Legal Assessor: Michael Hosford-Tanner

Hearings Coordinator: Monowara Begum

Nursing and Midwifery Council: Represented by Benjamin D’Alton, Case Presenter

Mrs Reynolds: Present and represented by Fiyin Adeoye, instructed by UNISON

Interim order directed: **Interim conditions of practice order (18 months)**

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 restrict your practice to University Hospital Southampton Foundation Trust. You must not undertake any agency or bank work.
2. [PRIVATE]
3. You must be directly supervised anytime you are managing or administering medication.
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. 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.

9. 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.

10. You must immediately give a copy of these conditions to:
 - a) [PRIVATE]
 - b) Any organisation or person you work for.

11. 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.

12. 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) Your current employer.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless your 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, you 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 order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

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

This will be confirmed to you in writing.

That concludes this determination.