

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 4 March 2026**

Virtual Hearing

Name of Registrant: Fiona Grieve Tweed

NMC PIN: 79A0164S

Part(s) of the register: Registered Nurse
Adult – RN1 – June 1989
Registered Nurse - General Level 2
RN7 – February 1981
Registered Midwife
RM – June 1992 (lapsed)

Relevant Location: Glasgow

Panel members: Patricia Moultrie (Chair, Lay member)
Jenny Gough (Registrant member)
Tasneem Dhanji (Lay member)

Legal Assessor: Alain Gogarty

Hearings Coordinator: Daisy Sims

Nursing and Midwifery Council: Represented by Calypso Coombs, Case
Presenter

Ms Tweed: Present and represented by James Wilkinson,
counsel instructed by the Royal College of
Nursing ('RCN')

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 limit your nursing practice to one substantive employer, which must not be an agency or include any bank work.
2. You must not be the nurse in charge of any shift.
3. You must be directly supervised by a registered nurse who is deemed competent on the areas below any time when you are:
 - a) Undertaking a contraceptive implant insertion;
 - b) Using PGDs including administering medication;
 - c) Taking a clinical patient history;
 - d) Completing records relevant to your practice.

This supervision must continue until you are formally assessed by a Band 6 nurse or above as competent to do so independently.

4. You must send your NMC case officer evidence of these assessments once achieved within seven days of these assessments taking place.
5. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the following concerns:

- a) Undertaking a contraceptive implant insertion;
 - b) Using PGDs including administering medication;
 - c) Taking a clinical patient history;
 - d) Completing records relevant to your practice.
6. You must meet fortnightly with your line manager, mentor or supervisor to discuss progress against your PDP.
7. You must send your case officer a copy of your PDP and the progress in these meetings 7 days before the next review of these conditions.
8. 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.
9. 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.
10. 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.
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) 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 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 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.

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.