

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

**Interim Order Review Hearing
Tuesday, 5 May 2026**

Virtual Hearing

Name of Registrant:	Claire Ann Cooper
NMC PIN:	14B1253E
Part(s) of the register:	RNMH: Registered Mental Health Nurse Sub part 1 (level 1) - 25 July 2014
Relevant Location:	Avon and Wiltshire
Panel members:	Amy Barron (Chair, lay member) Janine Compston (Registrant member) Ray Salmon (Lay member)
Legal Assessor:	Alain Gogarty
Hearings Coordinator:	Hanifah Choudhury
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Miss Cooper:	Not present and not represented at the hearing; written submissions provided by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

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 practice to working for one substantive employer. If this is an agency, then it must be a single placement for a minimum of three months.
2. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
 - c) Any employers or organisations you work for (at the time of application)
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are supervised at any time you are working. Your supervision must consist of working at all times on the same shift as, but not necessarily directly supervised by a registered nurse.
5. You must not line manage other members of staff.
6. You must meet monthly with your line manager or supervisor to discuss your general conduct, your progress and performance in relation to the following areas of your practice:
 - a) Professional behaviour in relation to equality, diversity and inclusion

- b) Working collaboratively with colleagues and in the best interest of service users
7. You must keep your NMC case officer 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 tell your NMC case officer, within seven days of your becoming aware of:
- a) Any incident in a clinical setting that you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.

Unless Miss Cooper'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, Miss Cooper 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 Miss Cooper. The NMC will keep Miss Cooper informed of developments in relation to that issue.

This will be confirmed to Miss Cooper in writing.

That concludes this determination.