

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 7 May 2026**

Virtual Hearing

Name of Registrant:	Marcia Landim Te
NMC PIN:	24H1531E
Part(s) of the register:	Registered Nurse - Adult RNA – February 2025
Relevant Location:	Newcastle
Panel members:	Mahjabeen Agha (Chair, Lay member) Hayley Ball (Registrant member) Matthew Burton (Lay member)
Legal Assessor:	Natalie Amey-Smith
Hearings Coordinator:	Elizabeth Fagbo
Nursing and Midwifery Council:	Represented by Sally Denholm, Case Presenter
Miss Landim Te:	Not present and not represented at the hearing
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.

'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 employment to one substantive employer. This must not be agency or bank work.
2. Must not be the nurse in charge or the sole nurse on duty.
3. You must ensure that you are indirectly supervised by another registered nurse any time you are working. Your supervision must consist of working at all times while being indirectly observed by another registered nurse.
4. You must work with your line manager to create a Personal Development Plan (PDP) which must address the following:
 - a. Medication management;
 - b. Handover and communication;
 - c. Patient monitoring;
 - d. Escalating concerns;
 - e. Time management;
 - f. Record keeping;
 - g. Patient safety
5. You must meet with your line manager or supervisor at least fortnightly to discuss your compliance with these conditions and

achieving the aims set out in your PDP. Which must include the following:

- a. Medication management;
- b. Handover and communication;
- c. Patient monitoring;
- d. Escalating concerns;
- e. Time management;
- f. Record keeping;
- g. Patient safety

6. You must send your NMC case officer a report from your line manager or supervisor seven days prior to any NMC review hearing or meeting. This report must contain details of your supervision discussions, including your compliance with these conditions, and progress in relation to the following:

- a. Medication management;
- b. Handover and communication;
- c. Patient monitoring;
- d. Escalating concerns;
- e. Time management;
- f. Record keeping;
- g. Patient safety

7. 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.

8. 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.

9. 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.

10. 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.

11. 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 Miss Landim Te'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 Landim Te 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 Miss Landim Te. The NMC will write to Miss Landim Te when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Landim Te in writing.

That concludes this determination.