Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Wednesday, 18 November 2026

Virtual Hearing

Name of Registrant:	**Helen Dennison**
NMC PIN:	21E2460E
Part(s) of the register:	RNA: Registered Nurse – (sub part 1) Adult – Level 1 25 March 2022
Relevant Location:	Leicester
Panel members:	Charlie Tye (Chair, lay member) Roisin Toner (Registrant member) Susan Laycock (Lay member)
Legal Assessor:	Valerie Paterson
Hearings Coordinator:	Fionnuala Contier-Lawrie
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Mrs Dennison:	Not present but represented by Simon Holborn, Humans HR
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 **c**onfirm 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 restrict your nursing practice to one substantive employer which must not be agency.

2. You must not be the nurse in charge.

3. You must be directly supervised any time you are administering medication until you are formally assessed and deemed competent to do so independently by another registered nurse. You must send evidence of this assessment to your NMC case officer within 7 days of completion.

4. You must ensure you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.

5. You must meet with line manager, mentor or supervisor on a fortnightly basis to discuss your conduct and clinical performance in relation to the following areas:

a. Medication management and administration
b. Documentation and record keeping
c. Planning and prioritising patient care
d. Appropriate management of infection control and adherence to policies and procedures

6. You must provide a report from your clinical line manager, mentor or supervisor to the NMC prior to any review hearing on your general conduct and clinical performance and specifically in relation to the areas listed in condition 5.

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 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.

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 Dennison'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 Dennison 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 Dennison. The NMC will keep Mrs Dennison informed of developments in relation to that issue.

This will be confirmed to Mrs Dennison in writing.

That concludes this determination.