Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
19 October 2026 and reconvened to hand down 13 November 2026

Virtual Hearing

Name of Registrant:	Justine Noubissie
NMC PIN:	19F0990E
Part(s) of the register:	Registered Nurse – Sub Part 1 Learning Disabilities Nursing (Level 1) - 25 September 2020
Relevant Location:	Hampshire
Panel members:	Palbinder Thandi (Chair – Lay) Elaine Bowden (Registrant member) Rohan Sivanandan (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Mikail Javaid [19 October 2026] Vicky Green [13 November 2026]
Nursing and Midwifery Council:	Represented by Andrew Cousins, Case Presenter [19 October 2026] Represented by Ben Edwards [13 November 2026]
Mrs Noubissie:	Present and represented by Anna McLean, instructed by Thompsons Solicitors
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	**Interim conditions of practice order varied**

The panel was of the view that the public would remain suitably protected by the following varied conditions:

1. You must limit your nursing practice to one substantive employer. It is your duty to promptly your NMC case officer of any such change of name of your employer.

2. You must not undertake any agency, bank, or secondary employment as a nurse during the period of this order.

3. You must not act as the nurse in charge of any shift nor should you be the sole nurse on duty of any shift.

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

5. At any time that you are managing or administering medications you must be directly supervised by another registered nurse until you have been assessed and deemed competent in medicines management by your line manager or another registered nurse nominated by your employer.

6. You must ensure you are supervised by another registered nurse (Band 5 or above) in relation to the risk assessment and management of Section 17 leave, until you are deemed competent.

7. You must meet with your line manager or supervisor fortnightly to discuss:
    a. your conduct and performance in relation to medicines administration and management.

b. your conduct and performance in relation to the risk assessment and management of patients on Section 17 leave.
c. your general nursing practice, including handovers and patient care.

8. You must provide a report from your line manager or supervisor to the NMC before any review of this order, commenting on your progress in relation to the areas listed in condition 7.

9. 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. Informing your case officer of any change of practice setting with your current employer within seven days.
   c. Giving your case officer your employer's contact details.

10. 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.

11. 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.

12. 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.

13. 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.

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

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

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your officer will write to them about this in due course.

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.