Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Thursday, 12 November 2026

Virtual Hearing

Name of Registrant:	Nardia Westmoreland
NMC PIN:	99G1183O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (level 1) – 8 July 1999
Relevant Location:	Aberdeenshire
Panel members:	James Carr (Chair, Lay member) Angela Horsley (Registrant member) Sally Bourner (Lay member)
Legal Assessor:	Joseph Magee
Hearings Coordinator:	Monsur Ali
Nursing and Midwifery Council:	Represented by Elliot Wright, Case Presenter
Mrs Westmoreland:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	**Interim conditions of practice order varied**

Decision and reasons on interim order

The panel decided to vary 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 not be the nurse in charge on a shift.

3. You must ensure that you are supervised by a registered nurse 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.

4. You must have fortnightly meetings with your line manager, supervisor, or mentor to discuss your clinical and workplace performance in relation to:
    - Patient observations
    - Record keeping
    - Manual handling of patients
    - Following policies and procedures
    - Interaction with colleagues
    - Duty of candour

5. You must not line manage other members of staff.

6. You must immediately give a copy of these conditions to:
    a) Any organisation or person you work for.
    b) Any agency you apply to or are registered with for work.
    c) Any employers you apply to for work (at the time of application).

7. You must tell your case officer, within seven days of you becoming aware of:
    a) Any clinical incident you are involved in.
    b) Any investigation started against you.
    c) Any disciplinary proceedings taken against you.

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

This decision will be confirmed to Mrs Westmoreland in writing.

That concludes this determination.