Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Thursday 29 October 2026

Virtual Hearing

Name of Registrant:	Caroline McNulty
NMC PIN:	99B0302S
Part(s) of the register:	Registered Nurse – Adult Nursing
Relevant Location:	West Dunbartonshire
Panel members:	Rachel Forster (Chair – Lay member) Anne Considine (Registrant member) Kiran Musgrave (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Vicky Green
Nursing and Midwifery Council:	Represented by Andrew Cousins, Case Presenter
Miss McNulty:	Not present and not represented in her absence
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	**Interim conditions of practice order varied**

'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 nursing practice to a single substantive employer. This can include working for an Agency or Bank. Any placements should not be less than three months.

2. You must ensure that you are directly supervised by another registered nurse at any time that you are involved in the management or administration of medication until you have been assessed and deemed competent by a registered nurse. You must send a copy of this assessment within 7 days of completion to the NMC

3. You must meet with your line manager, mentor or supervisor at least once a month to discuss your performance in the following areas:

a) Medication management and administration.
b) Record keeping and documentation.
c) Adherence to policy and procedure.

4. Before any interim order review hearing or meeting, you must send your NMC case officer a report from your manager commenting on your performance and progress in the following areas:

a) Medication management and administration.
b) Record keeping and documentation.
c) Adherence to policy and procedure.

5. 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.

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).
d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

7. 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.

8. 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.

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

Unless Miss McNulty'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 McNulty 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. Miss McNulty's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss McNulty. The NMC will keep her informed of developments in relation to that issue.

This will be confirmed to Miss McNulty in writing.

That concludes this determination.