Nursing and Midwifery Council
Fitness to Practise Committee

Substantive Order Review Hearing
Tuesday 20 October 2026

Virtual Hearing

Name of Registrant:	Georgina Ruth Parry
NMC PIN:	91Y0616E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – (July 1994)
Relevant Location:	Cornwall
Type of case:	Misconduct
Panel members:	Serene Rollins (Chair, Lay member) Mandy Tyson (Registrant member) Mary Golden (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Charis Benefo
Nursing and Midwifery Council:	Represented by John Cubbon, Case Presenter
Mrs Parry:	Present and represented by Ben Edwards, Counsel instructed by the Royal College of Nursing (RCN)
Order being reviewed:	Conditions of practice order (12 months)
Fitness to practise:	Impaired
Outcome:	**Conditions of practice order (18 months) to come into effect immediately in accordance with Article 30(2) and 30(4)**

Decision and reasons on review of the substantive order

The panel decided to impose a conditions of practice order for a period of 18 months. This order will come into effect immediately in accordance with Article 30(2) of the 'Nursing and Midwifery Order 2001' (the Order).

This is the fourth effective review of a substantive conditions of practice order originally imposed for a period of 12 months by a Fitness to Practise Committee panel on 14 April 2022. The order was reviewed on 6 April 2023, 3 April 2024 and 14 April 2025 where the conditions of practice order was extended for a period of 12 months on each occasion.

A fourth review of this order was originally held on 9 April 2026, where the panel replaced the conditions of practice order with a striking-off order. You appealed the decision of the panel and on 18 June 2026, the Court of Session in Scotland determined that the panel on 9 April 2026 had '*erred in its decision to make a striking-off order*' by criticising you for a failure to engage with the requests of previous panels with no proper basis for that conclusion. The decision of the panel on 9 April 2026 was therefore quashed, your registration was restored subject to the conditions of practice order that was previously in place, and the case was remitted to a differently constituted panel of the fitness to practise committee for review as soon as reasonably practicable.

There was some uncertainty as to when the current order is due to expire. The third reviewing panel imposed a conditions of practice order which would have expired at the end of 17 May 2026 had a fourth review hearing not taken place on 9 April 2026. On 18 June 2026, the Court of Session quashed the decision made on 9 April 2026 of a striking-off order and made you subject to the same conditions of practice that were in place prior to 9 April 2026. No expiry date was given. By agreement with the parties, the panel conducted this review pursuant to Article 30(2) of the Order.

The charge found proved which resulted in the imposition of the substantive order was as follows:

'That you, a registered nurse, while employed as a Deputy Manager:

1. *On one or more occasions between approximately May 2020 and 21 August 2020 slept on duty.*

…

And, by reason of the above, your fitness to practise is impaired by reason of your misconduct.'

The third reviewing panel determined the following with regard to impairment:

'In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether Ms Parry's fitness to practise remains impaired.

The panel noted that the last reviewing panel found that Ms Parry had developing insight. At this hearing the panel found that Ms Parry's insight has improved but that it is still developing. Ms Parry has not yet demonstrated an understanding of how her actions put patients at risk of harm, an understanding of why what she did was wrong and how this impacted negatively on the reputation of the nursing profession and how she would handle the situation differently in the future.

In its consideration of whether Ms Parry has taken steps to strengthen her practice, the panel considered the training that Ms Parry has undertaken. The panel determined that although Ms Parry has taken positive and active steps to strengthen her practice, the trainings were not specifically relevant to remediating the previous misconduct. The panel also noted that Ms Parry has not yet had the opportunity to demonstrate strengthened practice relating to the concerns in a clinical environment as a nurse. The panel had regard to Ms Parry's representation that she is actively looking for an employment and that she is keen to practice as a nurse.

The last reviewing panel determined that Ms Parry was liable to repeat matters of the kind found proved. There is no relevant evidence before today's panel to

demonstrate that the risk of repetition has been diminished. The panel again noted that Ms Parry has not been working as a registered nurse and is therefore unable to provide evidence of complying with the conditions of practice order. The panel had regard to Ms Parry's personal circumstances. This panel determined that Ms Parry is liable to repeat matters of the kind found proved. The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, not restricting Ms Parry's practice would undermine the public interest. Thus, a finding of continuing impairment on public interest grounds is also required.

The panel also acknowledge that Ms Parry has conceded to her continuing impairment.

For these reasons, the panel finds that Ms Parry's fitness to practise remains impaired.'

The third reviewing panel determined the following with regard to sanction:

'The panel next considered whether imposing a further conditions of practice order on Ms Parry's registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel accepted that Ms Parry has been unable to comply with conditions of practice due to their current employment status and personal circumstances but is engaging with the NMC, actively trying to get a suitable employment, the personal

circumstances are being resolved and is willing to comply with any conditions imposed.

The panel was of the view that a further conditions of practice order is sufficient to protect patients and the wider public interest, noting as the original panel did that there was no evidence of general incompetence and no deep-seated attitudinal problems. In this case, there are conditions could be formulated which would protect patients during the period they are in force.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate and would not be a reasonable response in the circumstances of Ms Parry's case given that she has been engaging with the proceedings and that she has provided reasons as to why she has not remediated the previous misconduct.

In considering the length of time by which to extend the conditions of practice order, the panel noted that this is the third review of an order first imposed on 14 April 2022. Since that time, the order has been twice extended, and Ms Parry has not worked as a registered nurse. The panel took into account the authority of Annon v NMC which addressed the question as to whether a conditions of practice order could be continued indefinitely. The panel noted that, in certain circumstance, the wider public interest and the interest of the registrant can be addressed by the imposition of a time limit on an order.

It is the panel's view that, in extending the present condition of practice order, the time may be imminent so that the next reviewing panel may consider a different sanction which includes the powers of suspension and strike-off.

Whilst the panel acknowledged that the process of imposing a conditions of practice order cannot continue indefinitely, the panel had regard to the recent change in circumstances of Ms Parry and her efforts to secure employment within the nursing profession. The panel decided that a period of 12 months will allow Ms Parry sufficient time to obtain employment as a registered nurse and thereafter to take steps to strengthen her practice and to work without further incident.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 17 May 2025. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

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 (which should not be an agency).*

2. *You must not be the registered nurse in charge of any shift.*

3. *You must ensure that 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, a registered nurse.*

4. *You must provide quarterly reports to the NMC from your line manager or supervisor setting out the standard of your conduct and your clinical performance with particular regard to sleeping on duty.*

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 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.*

7. *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.*
    d) *Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity.*

8. *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.*

9. *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 period of this order is for 12 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 17 May 2025 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well Ms Parry has complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- *Mrs Parry's attendance at the next review hearing and her continued engagement with the NMC.*
- *Clear evidence of steps taken to return to clinical practice or what Ms Parry's future plans are.*
- *Testimonials from a supervisor in a clinical setting.*
- *Updated reflective piece demonstrating her understanding of how her previous misconducted negatively impacted herself, patients, her colleagues and the reputation of the nursing profession.*
- *Information on relevant training undertaken in relation to professional standards and evidence of successful completion.'*

Decision and reasons on current impairment

The panel considered carefully whether your fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the Nursing and Midwifery Council (NMC) has defined fitness to practise as the ability of a professional on our register to practise as a nurse, midwife or nursing associate safely and effectively without restriction. In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it, including the NMC bundle and the registrant's bundle. It has taken account of the submissions made by Mr Cubbon,

on behalf of the NMC. He outlined the background to the case and highlighted the decisions and reasons of the panels at the substantive and previous review hearings.

Mr Cubbon referred to your reflective statement, dated October 2026, which provided details of the work you have undertaken in recent years. He submitted that you [PRIVATE] and applied for care jobs but were unsuccessful. [PRIVATE]. Mr Cubbon then highlighted your reflections on the breaches of the Code you committed which, in his submission, demonstrated more of an understanding of what you were found to have done and how you would handle the situation differently in the future. He submitted, however that the concerns expressed in the decision of the reviewing panel in 2025 remained. Mr Cubbon submitted that you have not been working as a registered nurse and you are therefore unable to provide evidence of complying with the conditions of practice order.

Mr Cubbon referred the panel to the case of *Annon v Nursing and Midwifery Council* [2017] EWHC 1879 (Admin), which was an appeal case relating to the decision of a substantive order review panel to impose a striking-off order on the appellant's practice. He set out the background of the case and highlighted the court's remarks in allowing the appeal, which included that it was very unsatisfactory that a practitioner had continued in a form of "*professional limbo*" for such a lengthy period of time, and it could only be in the wider public interest and that of the appellant herself that some form of time limit was imposed. In addition, the judge said that '*if the appellant was repeatedly told that the completion of a return to practice course was the condition precedent to her return to practise, then a failure, through no fault of her own to complete such a course, does not merit a striking-off at this stage. It is unjustifiable, even in view of her lack of insight, to strike her off when she's been prevented from complying with the required conditions*'.

Mr Cubbon submitted that you have been in a similar "*professional limbo*" because of [PRIVATE]. He submitted that your capacity to take up nursing positions has been limited recently and therefore, a sanction of striking-off would be disproportionate. Mr Cubbon submitted, however, that it was not in anyone's interest for the conditions of practice order to continue indefinitely. He submitted that it is only when you have worked as a nurse, subject to the conditions of practice that are deemed appropriate, that you will be able to fully demonstrate your fitness to practise.

Mr Cubbon submitted that in your reflective statement, you said that after a long hiatus for personal and professional reasons, you '*can return to a nursing role within the NMC sanctions and offer the profession the rest of [your] working years before retirement*'. He submitted that statements of this nature had been made by you or on your behalf at the previous hearings. Mr Cubbon submitted that statements of intent of this nature could not be relied on indefinitely.

Mr Cubbon submitted that a suspension or striking-off order would be inappropriate at this stage, in view of [PRIVATE]. He therefore asked the panel to extend the current conditions of practice order for a period of 12 months only and to require you to take up a nursing position during this period. Mr Cubbon recognised that this panel was not in the position to bind future panels but submitted that the panel could nevertheless make a clear statement that the expectation is that you will take up a nursing position during the period of the next conditions of practice order, in order to demonstrate strengthened practice. He submitted that if you do not take up a nursing position within the next 12 months, there should be no further extensions of the conditions of practice order. Mr Cubbon asked the panel to consider the same conditions as are currently in place, subject to a slight extension of condition 1 to allow agency work.

Mr Cubbon submitted that it should make no difference to the period of the order if a condition relating to return to practice were to be imposed by the panel.

The panel also had regard to the submissions from Mr Edwards, on your behalf. He submitted that, broadly speaking, he was in agreement with the NMC's position, although he invited the panel to consider a conditions of practice order for a period of 18 months, rather than 12 months.

Mr Edwards submitted that you accept that your fitness to practise remains impaired as you have been unable to comply with the current conditions of practice order and you have not worked as a registered nurse since the incident that led to your referral to the NMC.

Mr Edwards submitted that you want and hope to be able to return to practice in the coming months, and to show a future reviewing panel that you can work safely and effectively.

[PRIVATE]. He submitted that these matters took some time to come to a conclusion. Mr Edwards submitted that [PRIVATE], which had an effect on your ability to apply for positions within nursing and healthcare. He submitted that given [PRIVATE], you were not in the position, [PRIVATE], to take on that task. Mr Cubbon submitted that whilst you did make job applications, you were unsuccessful and really not in the right position to properly apply yourself and undertake a role that required commitment and proper engagement from you.

Mr Edwards submitted that you made the decision to appeal the decision of the reviewing panel in April 2026 as you did not want to end your career with a striking-off and you wanted to fight to retain your NMC PIN and return to the nursing profession. He submitted that you have appeared before this panel, engaging properly and effectively in this lengthy and difficult process, with a renewed determination to return to nursing. Mr Edwards submitted that you are acutely aware that if the panel is minded to extend the conditions of practice order, this will, in all likelihood, be your last chance to return to practice and to show a future panel that you can do it.

Mr Edwards submitted that you have made a number of applications over the years for nursing roles and have been unsuccessful. He submitted that whilst one can never be sure as to the reasons why an application is unsuccessful, it appears that the current conditions of practice that are in place are causing you some difficulties in obtaining a permanent role within the nursing profession. Mr Edwards submitted that you have also attempted to secure a caring role, so as to at least work within the healthcare sector, even if not as a nurse, but to be surrounded by nurses and to ease yourself back into the profession. He submitted that prior to [PRIVATE], you worked for Big Ant Healthcare Agency, and you worked for them very successfully for a number of years. Mr Edwards submitted that due to [PRIVATE], you were not able to continue that role. He submitted that what was a positive role for you at the time became one that you could not continue. Mr Edwards submitted that you have made applications for further caring roles but have been unsuccessful in those.

Mr Edwards submitted that the current conditions of practice order only allows you to work within one substantive employer and restricts you to not working in an agency role. He

submitted that this has had and continues to have a significant impact on your ability to obtain nursing roles and to return to the nursing profession in a meaningful way. Mr Edwards asked the panel to consider that allowing you to work in an agency role would be a proportionate and appropriate move forward, to give you as much opportunity as possible to re-enter the nursing profession. He submitted that it is becoming and has become increasingly difficult for nurses to obtain permanent positions whilst subject to orders imposed by the NMC. Mr Edwards submitted that this was not an excuse, but the reality that a number of nurses face in the current climate. He submitted that opening a further door and allowing you to work within an agency for a sustained period of time would give you an opportunity to enter the nursing profession. Mr Edwards submitted that your intention is not to work within an agency long term, but to obtain a substantive role, preferably in a hospital setting and in a permanent position. However, given the number of applications you have made previously and the difficulties you are facing obtaining those roles, agency work would allow you that flexibility and opportunity to get back into nursing, whilst seeking permanent positions.

Mr Edwards submitted that this panel now has a significantly improved reflective statement, which clearly sets out your understanding of the actions that led to your referral and the effect that those actions would have had on colleagues and patients within your care at the time. He submitted that [PRIVATE] and you understand further how your actions could have had an impact on the health and wellbeing of those that were in your care. Mr Edwards submitted that you are now very different to the individual that appeared before the reviewing panel in April 2026. He submitted that you have dedicated your life to the caring profession and you have grown up within a family of carers, doctors and nurses.

Mr Edwards submitted that you fully understand that there is a long way to go before you are able to show a future panel that you are able to work safely and effectively, but you are now in a position where you want to move forward. He acknowledged that these representations had been made on your behalf previously, but submitted that taking everything into consideration, you are now able to fully immerse yourself and apply yourself to obtaining a nursing role.

Mr Edwards submitted that a period of 18 months is appropriate because “*everything takes time [and] nothing happens overnight*”. He submitted that if this is, very likely, to be your

last chance, then the panel should give you the best possible opportunity at making this work and having a positive outcome at the end when you appear before a future reviewing panel. Mr Edwards submitted that 18 months would allow you time to properly apply for jobs, to gain your confidence again as a nurse, and to work in the safe and effective way that you have previously been able to do. He submitted that 12 months, whilst still a lengthy period of time, would not be long enough in the circumstances for you to be able to properly establish yourself within a new role and be in a position to demonstrate properly and effectively safe and effective practice.

Mr Edwards submitted that there had also been mention of a return to practice course. He submitted that you would not necessarily need to undertake a return to practice course at this stage. Mr Edwards submitted that you have not worked as a registered nurse for a significant period of time, but your NMC PIN remains active by virtue of the fact that you are subject to an order imposed by the NMC, and so you do not, at this stage, have to undertake a return to practice course before you are able to take on a nursing role during the life of the current order. He submitted that if the order were to lapse or be revoked by this panel or a future panel, then you would need to undertake a return to practice course because you have not undertaken 450 hours of practice in a three-year period. Mr Edwards submitted that if the order were to continue, you would not need to do that. He submitted that if you were able to enter into a nursing role within the time of an 18-month order, you would have no difficulty in being able to complete 450 hours minimum of nursing practice so as to satisfy the requirements set by the NMC for revalidation. Mr Edwards therefore asked the panel not to make it a requirement that you complete a return to practice course.

[PRIVATE]. In addition, he submitted that a further requirement on you would potentially set you back in time when you should be seeking and being able to obtain nursing positions to show safe and effective practice. Mr Edwards submitted that a return to practice course usually takes around three to 12 months to complete, depending on the course provider and the level of experience and requirements of the particular individual, and so that would be another burden on you.

In conclusion, Mr Edwards asked the panel to extend the current conditions of practice order for a period of 18 months, with an amendment to condition 1 so as to allow you to undertake agency work.

Mr Edwards referred the panel to the registrant's bundle, containing evidence of further training you have undertaken since the review hearing in April 2026. He submitted that you had provided a wealth of certificates showing the completion of extra continuing professional development (CPD), demonstrating strengthening of practice. Mr Edwards submitted that you are also likely to enrol yourself onto RCN learning and you have already been enrolled on a wound care course. He submitted that the training you have undertaken in the period since the last review shows your determination and drive to return to nursing.

In response to questions from the panel, you informed the panel that your primary objective is to return to nursing, although you are aware that you have been out of nursing for a while and out of employment for over a year. You stated that depending on the outcome of this review, you may be able to return to nursing through a different route, such as through an agency. You said that your reason for seeking work as a senior carer had been to work with nurses so that you could have character references and get back to undertaking tasks like drug administrations and medication rounds. You told the panel that you have applied for four nursing roles in the last four years.

In relation to what appeared to be an admission to the misconduct, as set out in your reflective statement, you stated that the incidents took place during the difficult COVID-19 pandemic and in your view, there was a strong difference between nodding off in the lounge and being accused of sleeping in residents' beds, which you did not do.

The panel accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel noted that the last reviewing panel found that you had developing insight. At this hearing, the panel determined that your insight into the serious misconduct found proved in April 2022 has improved markedly. It noted in your reflective statement that you stated:

> *'My clients and their families and friends relied upon me to provide a safe environment for their loved ones, a prompt response to any change in their condition and any after care needed. To carry out that responsibility I needed to always be awake and alert. By falling asleep on duty, this was compromised.*
>
> *After my employment with Asheborough House and NMC sanctions, I have had a lot of time to reflect on my actions, the possible consequences of my actions and the seriousness of the situation. I put my clients at risk of serious harm, possibly death, due to my lapse in professional conduct.'*

The panel also noted your representation in today's hearing that you accept that you had "*nodded off*" rather than falling asleep in residents' beds, which is a change from your earlier positions of denying any form of sleeping. The panel was satisfied that your updated reflection demonstrates an understanding of how your actions impacted on colleagues and the patients under your care, why what you did was wrong and how you would handle the situation differently in the future.

In its consideration of whether you have taken steps to strengthen your practice, the panel took into account the training courses you have undertaken in the weeks leading up to this hearing, and your reflective statement dated October 2026. The panel noted that you have, within the last four years, previously worked as a senior carer, but you have not worked as a registered nurse. The panel considered that you have only applied for four nursing roles in the last four years. Whilst it recognised that there were difficult personal circumstances affecting your ability to prioritise your return to practice, the panel was also of the view that this was a low number of applications by a registrant who has consistently claimed that she is committed to returning to nursing. In the absence of any evidence to suggest that you can practise safely and effectively, the panel determined that whilst you have shown attempts to strengthen your practice, for example undertaking courses, there remains a risk of harm to patients if a finding of impairment is not made.

The last reviewing panel determined that you were liable to repeat matters of the kind found proved. Today's panel has received your registrant's bundle and heard the submissions of Mr Edwards on your behalf. The panel noted that your difficult personal circumstances had previously affected your ability to address the concerns and strengthen your practice and as such, you have not practised as a registered nurse since 2020. It noted that previously, as a senior carer, you have practised without incident. However, the panel was not satisfied that this was sufficient evidence to find that you are now not liable to repeat matters of the kind found proved within a nursing role, and so it concluded that there remains a risk of repetition.

The panel therefore decided that a finding of continuing impairment is necessary on the grounds of public protection.

The panel has borne in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required.

For these reasons, the panel found that your fitness to practise remains impaired.

Decision and reasons on sanction

Having found your fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30. The panel has also taken into account the 'NMC's Sanctions Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

During the course of its deliberations, the panel noted the current position of the conditions of practice order, as having been reinstated by the Court of Session in June 2026, after the previous panel's decision to impose a striking-off order in April 2026 was quashed. Given the unclear position of the expiry date of the current order, the panel considered that it might be more appropriate in the circumstances of this case to review the current order

under Article 30(2), rather than Article 30(1) as announced at the outset of this hearing. Mr Cubbon and Mr Edwards were consulted on this matter and both agreed to this course.

The panel first considered whether to take no action but concluded that this would be inappropriate in view of the seriousness of the case. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

The panel then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where *'the case is at the lower end of the spectrum of impaired fitness to practise, but the Committee wants to mark that what happened was unacceptable and must not happen again.'* The panel considered that your misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether a conditions of practice order on your registration would still be a sufficient and appropriate response. The panel was mindful that any conditions imposed must be proportionate, measurable and workable.

The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case. The panel accepted that you have been unable to comply with conditions of practice due to your current employment status and your difficult personal circumstances. It considered your stated position that you are now out of those difficult personal circumstances, and now in a position to prioritise your return to nursing practice. In addition, you continue to engage with the NMC and are willing to comply with any conditions imposed.

The panel considered the submissions of Mr Cubbon and Mr Edwards in relation to allowing you to undertake agency work. It was mindful that you have been subject to a substantive conditions of practice order for over four years, that you have not worked as a registered nurse since 2020 and that you have, until recently, been dealing with difficult personal circumstances. The panel determined that allowing you to undertake agency

work, albeit in a single placement at a single location and for a minimum period of three months, could maximise your opportunity to secure a nursing role, demonstrate strengthened practice and obtain meaningful testimonials from colleagues. The panel was satisfied that the public would remain suitably protected if you were permitted to work as an agency nurse.

The panel noted the considerations of the previous panel in April 2025 and also acknowledged that the process of imposing a conditions of practice order cannot continue indefinitely. It considered that in giving you an additional opportunity to return to nursing practice and demonstrate strengthened practice, at the time of the next reviewing hearing, that panel may consider a different sanction which includes the powers of suspension and striking-off.

The panel also gave consideration to whether you should undertake a return to practice course. It noted that in light of the current substantive order in place, your registration has not lapsed and that through revised conditions, you should be able to provide evidence to the next reviewing panel of your ability to practise safely and effectively.

The panel was of the view that a further varied conditions of practice order is sufficient to protect patients and the wider public interest, noting as the original panel did that there was no evidence of general incompetence and no deep-seated attitudinal problems. In this case, there are conditions could be formulated which would protect patients during the period they are in force.

The panel was of the view that to impose a suspension order or a striking-off order would be wholly disproportionate and would not be a reasonable response in the circumstances of your case in light of the difficult personal circumstances that have previously affected your ability to return to nursing practice. The panel considered that in fairness to you, you should be given the opportunity to make further and more sustained attempts to return to nursing.

Accordingly, the panel determined, pursuant to Articles 30(2) and 30(4) to impose a conditions of practice order for a period of 18 months, which will come into effect

immediately. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

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. If this is an agency, then it must be a single placement at a single location for a minimum period of three months.

2. You must not be the registered nurse in charge of any shift.

3. You must ensure that 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, a registered nurse.

4. You must provide quarterly reports to the NMC from your line manager or supervisor setting out the standard of your conduct and your clinical performance with particular regard to sleeping on duty.

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 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.

7. 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.

8. 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.

9. 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 period of this order is for 18 months. The panel considered that such a period would be sufficient and reasonable to allow you the opportunity to secure employment, demonstrate safe and strengthened practice and obtain testimonials from colleagues who have worked with you over a period of time.

This conditions of practice order will replace the current conditions of practice order with immediate effect in accordance with Article 30(2).

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- Your attendance at the next review hearing and your continued engagement with the NMC.
- Your securing of a position as a registered nursing or detailed evidence of efforts made to secure a nursing position.
- Testimonials from colleagues regarding your ability to practise clinically, safely and effectively in your role as a registered nurse.
- Evidence of your ongoing reflection into your previous misconduct.
- Evidence of your professional development and keeping your knowledge and skills up to date.

This will be confirmed to you in writing.

That concludes this determination.