

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 8 September 2026**

Virtual Hearing

Name of Registrant:	Rachel Conroy
NMC PIN	17I0730S
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 5 October 2020
Relevant Location:	Dunbartonshire
Panel members:	Christopher Taylor (Chair, registrant member) Cherry Brennan (Registrant member) Leon Jacobs (Lay member)
Legal Assessor:	Megan Ashworth
Hearings Coordinator:	Stanley Udealor
Nursing and Midwifery Council:	Represented by Lauren Graham, Case Presenter
Ms Conroy:	Present and unrepresented at the hearing
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

The panel has determined that the following conditions are necessary and proportionate:

'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. [PRIVATE].
2. You must limit your nursing practice to one substantive employer.
This must not be an agency; however, you may only engage in bank work whilst employed by NHS Greater Glasgow and Clyde.
3. You must not be the nurse in charge or sole nurse on duty during any shift.
4. 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, another registered nurse.
5. You must have fortnightly meetings with your line manager, mentor or supervisor to have reflective discussions in relation to:
 - Maintaining professional boundaries.
 - Maintaining professional standards.
 - Your general conduct in the workplace.

6. You must send the NMC a report, before any NMC review hearing or meeting, from your line manager, mentor or supervisor commenting on your conduct in maintaining professional standards, your general conduct in the workplace and your conduct in maintaining professional boundaries.
7. [PRIVATE]
8. [PRIVATE]
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) Giving your case officer your employer's contact details.
10. 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).
11. 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.
12. 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 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 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.

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.