

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday 2 December 2024**

Virtual Hearing

Name of Registrant:	Claire Ann Cooper
NMC PIN:	14B1253E
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health (Level 1) – 25 July 2014
Relevant Location:	Avon and Wiltshire
Panel members:	Maureen Gunn (Chair, Registrant member) Anne-Marie Borneuf (Registrant member) Neil Calvert (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Jumu Ahmed
Nursing and Midwifery Council:	Represented by Selena Jones, Case Presenter
Miss Cooper:	Not present and not represented in 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 restrict your nursing practice to one substantive employer, and you must not undertake Bank or agency work.
2. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
 - c) Any employers or organisations you work for (at the time of application)
3. You must not be the sole nurse, or the nurse in charge of any shift, ward or unit.
4. You must meet fortnightly with your line manager or supervisor to discuss your general conduct, your progress and performance in relation to the following areas of your practice:
 - a) Professional behaviour in relation to equality, diversity and inclusion

- b) Working collaboratively with colleagues and in the best interest of service users

- 5. You must provide the NMC with a report from your line manager or supervisor on your general conduct and the following areas prior to any review of these conditions:
 - i. Professional behaviour in relation to equality, diversity and inclusion
 - ii. Working collaboratively with colleagues and in the best interest of service users

- 6. You must keep your NMC case officer 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.

- 7. You must keep your NMC case officer 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.

- 8. You must tell your NMC case officer, within seven days of your becoming aware of:
 - a) Any incident in a clinical setting that 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.

Unless Miss Cooper'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 Cooper 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 Miss Cooper. The NMC will write to Miss Cooper when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Cooper in writing.

That concludes this determination.