

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 11 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Margaret Gardner
<b>NMC PIN:</b>	09I2374S
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing – September 2012
<b>Relevant Location:</b>	North Lanarkshire
<b>Panel members:</b>	Judith Ebbrell (Chair, registrant member) Siobhan Ebden (Registrant member) Matthew Burton (Lay member)
<b>Legal Assessor:</b>	Gerald Coll
<b>Hearings Coordinator:</b>	Ruth Bass
<b>Nursing and Midwifery Council:</b>	Represented by Hena Patel, Case Presenter
<b>Ms Gardner:</b>	Present and represented by Jennifer McPhee, solicitor at Anderson Strathern
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

It determined that the public would remain suitably protected by the implementation of the following varied conditions:

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 one substantive employer. If this substantive employer is an agency, you are to work in a clinical placement for a continuous period of not less than three months.
2. You must not work as the Registered Manager of any care home.
3. You must not be the sole nurse on duty of any shift.
4. You must meet with your line manager, supervisor or mentor monthly to discuss your clinical performance and conduct, specifically in relation to:
  - a) Record Keeping and documentation, and
  - b) Incident reporting.
5. You must obtain and send a report to your NMC case officer from your line manager, supervisor or mentor before the next review. This report must comment on the matters set out above in condition 4.
6. 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.
7. 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.
8. You must immediately give a copy of these conditions to:
- a) Any agency you apply to or are registered with for work.
  - 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.
9. 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.
10. 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.

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

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 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. Your case officer will write to you about this in due course.

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.