

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Wednesday 12 June 2024**

Virtual Hearing

**Name of registrant:** Tyne Gora

**NMC PIN:** 19A0263O

**Part(s) of the register:** Registered Nurse – Sub Part 1  
Adult Nursing (Level 1) – 17 January 2019

**Relevant Location:** Clackmannanshire

**Panel members:** Bernard Herdan (Chair, Lay member)  
Michelle Lee (Registrant member)  
Philippa Hardwick (Lay member)

**Legal Assessor:** Megan Ashworth

**Hearings Coordinator:** Jumu Ahmed

**Nursing and Midwifery Council:** Represented by Amy Taylor, Case Presenter

**Mr Gora:** Not present and not represented

**Interim order to be reviewed:** Interim conditions of practice order

**Outcome of review:** **Interim conditions of practice order confirmed**

## Decision and reasons on interim order

The panel decided to confirm 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 work at all times on the same shift as, but not always directly observed by your line manager, supervisor (or their nominated deputy).
2. You must meet monthly with your line manager, supervisor (or their nominated deputy) to discuss your practice with particular reference to:
  - a) Professional conduct in the workplace;
  - b) Communication with colleagues; and
  - c) Conflict management.
3. You must send a report from your line manager, supervisor (or their nominated deputy), commenting on the standard of your performance as a Registered Nurse, with particular reference to the areas outlined above, to the NMC before any NMC review hearing.
4. 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.
5. 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.
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.
  - e) 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.
7. 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.
8. 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 Mr Gora'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, Mr Gora 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.

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

This will be confirmed to Mr Gora in writing.

That concludes this determination.