

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday 6 September 2024**

**Virtual Hearing**

<b>Name of Registrant:</b>	<b>Theresa Ann Cowlin</b>
<b>NMC PIN</b>	93C2867E
<b>Part(s) of the register:</b>	Registered Nurse – Mental Health Nurse
<b>Relevant Location:</b>	Essex
<b>Panel members:</b>	Sarah Hamilton (Chair – Lay member) Sally Allbeury (Lay member) Elizabeth Williamson (Registrant member)
<b>Legal Assessor:</b>	Brett Wilson
<b>Hearings Coordinator:</b>	Vicky Green
<b>Nursing and Midwifery Council:</b>	Represented by Shaun McPhee, Case Presenter
<b>Miss Cowlin:</b>	Present and represented by Lucy Chapman, Counsel, instructed by the Royal College of Nursing
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

*'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 Essex Partnership University NHS Foundation Trust.
2. You must meet with your line manager or supervisor once a month to discuss your conduct and performance in respect of maintaining professional boundaries and appropriate behaviour in the workplace.
3. Before any review hearing or meeting you must send a report from your line manager or supervisor to your NMC case officer. This report should include information about your performance in respect of maintaining professional boundaries and your behaviour in the workplace.
4. At least seven days before any review hearing or meeting, you must send your NMC case officer an up to date reflective statement setting out any learning you have completed on professional boundaries and behaviour in the workplace by way of training courses or your own research and reading.
5. You must keep us 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) Essex Partnership University NHS Foundation Trust.
  - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  
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) Essex Partnership University NHS Foundation Trust.
  - b) Any educational establishment.
  - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

In considering the length of this order, the panel noted that the NMC investigation is at an early stage and that the potential police investigation may delay the NMC investigation. The panel therefore decided to impose the interim conditions of practice order for the maximum period of 18 months to allow sufficient time for all investigations to conclude.

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 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.