

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

**Interim Order Review Meeting
Monday, 9 September 2024**

Virtual Meeting

Name of Registrant:	Shona Margaret Hancock
NMC PIN:	80D0117S
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – June 1983
Relevant Location:	Dundee
Panel members:	Sarah Lowe (Chair, lay member) Sophie Kane (Registrant member) Isobel Leaviss (Lay member)
Hearings Coordinator:	Jack Dickens
Interim order to be reviewed:	Interim conditions of practice order (18 months)
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 was of the view that the public would remain suitably protected by the confirmation of the following 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 not, as a registered nurse, work in a management position in any clinical environment.
2. You must meet with your line manager, mentor or supervisor at least every month to discuss your performance with particular reference to your knowledge of:
 - a) Safeguarding;
 - b) Mental Welfare Commission Guidelines, including restraint;
 - c) Record keeping; and
 - d) Risk management and escalation.
3. You must send a report to the NMC from your line manager, mentor or supervisor prior to any NMC review hearing or meeting setting out the standard of your performance with particular reference to your knowledge of:
 - a) Safeguarding;
 - b) Mental Welfare Commission Guidelines, including restraint;
 - c) Record keeping; and
 - d) Risk management and escalation.
4. You must tell the NMC within 7 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.

5. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.

6.
 - a) You must within 7 days of accepting any post or employment requiring registration with the NMC, or any course of study connected with nursing provide the NMC with the name and contact details of the individual or organisation offering the post, employment or course of study.
 - b) You must within 7 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.

7. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures, and disclose the conditions listed at (1) to (6) above, to them:
 - a) Any organisation or person employing, contracting with, or using you to undertake nursing work.
 - b) Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services.
 - c) Any prospective employer (at the time of application) where you are applying for any nursing appointment.
 - d) Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

Unless there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mrs Hancock will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Hancock is entitled to have the interim suspension order reviewed at a hearing. This means that Mrs Hancock will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Mrs Hancock must inform her case officer if she would like the interim suspension order to be reviewed at a hearing.

Even if Mrs Hancock does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mrs Hancock and her representative will be invited to attend.

This decision will be confirmed to Mrs Hancock in writing.

That concludes this determination.