

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 9 April 2025**

Virtual Hearing

Name of Registrant:	Flora N Tina
NMC PIN:	05I0700O
Part(s) of the register:	Registered Nurse (Sub part 1) Adult Nursing (Level 1) - 23 September 2005
Relevant Location:	Edinburgh
Panel members:	Sarah Boynton (Chair, Registrant member) Suzie Adam (Registrant member) Gill Murgatroyd (Lay member)
Legal Assessor:	Valerie Paterson
Hearings Coordinator:	Shazmeen Uddin
Nursing and Midwifery Council:	Represented by Alastair Kennedy, Case Presenter
Ms Tina:	Present and represented by Claudette Tomlinson, instructed by UNISON
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 limit your nursing practice to one substantive employer which must be NHS Lothian
2. You must not be the nurse in charge of any shift
3. You must not be the sole registered nurse on duty
4. You must ensure that you are directly supervised by a registered nurse of Band 6 or above at any time that you are undertaking medication management and administration until you are certified by a registered nurse of Band 6 or above, as competent to do so on your own.

You must provide your NMC case officer with proof of your assessed competency within 10 days of completion.

5. You must ensure that you are supervised by a registered nurse of Band 6 or above any time you are working. Your supervision, subject to Condition 4 above, must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.

6. You must meet fortnightly with your line manager or supervisor to discuss your overall conduct and performance with specific reference to:
 - a) Medication management and administration
 - b) Adherence to care plans and instructions
 - c) Escalation and reporting of incidents
 - d) Communication
 - e) Record keeping and management of records
 - f) Maintaining patient confidentiality
 - g) Clinical and practical applications of any training undertaken
7. You must provide a report from your line manager or supervisor before the next review hearing detailing your overall conduct and competence with specific reference to:
 - a) Medication management and administration
 - b) Adherence to care plans and instructions
 - c) Escalation and reporting of incidents
 - d) Communication
 - e) Record keeping and management of records
 - f) Maintaining patient confidentiality
 - g) Clinical and practical applications of any training undertaken
8. 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.
9. 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.
10. 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.

11. You must immediately give a copy of these conditions to:

- a. Any organisation or person you work for.
- 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.

12. 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.

13. 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 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.