

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 11 February 2025**

Virtual Hearing

Name of Registrant:	Fiona Alison Gilbert
NMC PIN:	85A2567E
Part(s) of the register:	Registered Nurse Learning Disabilities- RN5- March 1988
Relevant Location:	Derbyshire
Panel members:	Jill Wells (Chair, lay member) Carole Panteli (Registrant member) John Anderson (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Monowara Begum
Nursing and Midwifery Council:	Represented by Alban Brahimi, Case Presenter
Ms Gilbert:	Present and represented by Samantha Madden, instructed by Royal College of Nursing (RCN)
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 only work for Oak Tree Care Group at Kingsthorpe View Care Home.
2. You must meet with your line manager at least once a week. The meeting should include discussing and reviewing your performance in relation to the following:
 - Leadership and management.
 - Overseeing and monitoring the standard of patient care and patient dignity provided at the Home.
 - Ensuring all staff receive effective training and education appropriate to their role.
 - Ensuring that all staff receive effective and adequate supervision.
 - Allocating resources and equipment effectively.
 - Ensuring oversight of a safe and clean environment.
3. You must provide a report from your line manager to the next reviewing panel. This should detail the oversight you have received from a senior manager including outcome of audits of the Home. The report should also comment on your performance in relation to:

- Leadership and management.
 - Overseeing and monitoring the standard of patient care and patient dignity provided at the Home.
 - Ensuring all staff receive effective training and education appropriate to their role.
 - Ensuring that all staff receive effective and adequate supervision.
 - Allocating resources and equipment effectively.
 - Ensuring oversight of a safe and clean environment.
4. You must inform the NMC within seven days if you leave your employment at Kingsthorpe View Care Home and specify the reason for leaving.
 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) Your line manager at Kingsthorpe View Care Home.
 - 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) Kingsthorpe View Care Home.
 - 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.