

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

**Interim Order Review Hearing
Friday 31 January 2025**

Virtual Hearing

Name of Registrant:	Margaret Jane Cooper
NMC PIN	89A2800E
Part(s) of the register:	Nurses part of the register Sub part 1 RN1: Adult nurse, level 1 (20 April 1992)
Relevant Location:	England
Panel members:	Adrian Ward (Chair, Lay member) Jacqueline Metcalfe (Registrant member) Georgina Wilkinson (Lay member)
Legal Assessor:	Marian Gilmore KC
Hearings Coordinator:	Hazel Ahmet
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mrs Cooper:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed and continued.

Decision and reasons on interim order

In all the circumstances the panel has concluded, on the basis of the information before it, that there remains a real risk of harm. The panel determined that the allegations in this case are serious and involve vulnerable individuals. Further, Mrs Cooper's actions relate to dishonesty, which is a difficult aspect to remediate. Mrs Cooper has shown very limited insight thus far. Consequently, the panel therefore determined that, in this matter an interim order remained necessary on the grounds of public protection.

The panel determined that an interim order is also otherwise in the public interest to maintain public confidence in the professions and to declare and uphold proper standards of conduct.

The panel next considered whether an interim conditions of practice order remains the appropriate and proportionate order in this case. The panel considered whether the current interim conditions of practice order would continue to provide the required level of public protection. The panel determined that there having been no material change in the circumstances of the case, an interim conditions of practice order remains appropriate and proportionate in order to maintain public protection and meet the public interest. The panel was of the view that the public would remain suitably protected by the implementation 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 work in a managerial role in a nursing or care home.
2. You must not be responsible for medicines management.
3. At any time that you are employed or otherwise providing nursing services, you must place yourself and remain under the supervision of a workplace line

manager, mentor or supervisor nominated by your employer. Such supervision must consist of working at all times on the same shift as, but not necessarily under the direct observation of, a registered nurse who is physically present in or on the same ward, unit, floor or home that you are working in or on.

4. You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance to the NMC prior to any NMC review hearing or meeting.

5. 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.

6. 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;

7. You must within 7 days of accepting any post or employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study;

8. 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 (7) 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; and

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)

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Cooper'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, Mrs Cooper 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Cooper's case officer will write to her about this in due course.

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

This will be confirmed to Mrs Cooper in writing.

That concludes this determination.