

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

**Interim Order Review Hearing  
Thursday, 30 January 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Anne Kerr Gibson</b>
<b>NMC PIN:</b>	9910347S
<b>Part(s) of the register:</b>	Nurses Part of the Register- Sub Part 1 RNA: Adult Nurse (Level 1) – 16 September 2002
<b>Relevant Location:</b>	South Ayrshire
<b>Panel members:</b>	David Crompton (Chair, Lay member) Jacqueline Metcalfe (Registrant member) Callum Lamont (Lay member)
<b>Legal Assessor:</b>	Ian Ashford-Thom
<b>Hearings Coordinator:</b>	Monowara Begum
<b>Nursing and Midwifery Council:</b>	Represented by Lynn Roberts, Case Presenter
<b>Mrs Gibson:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

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. When working as a registered nurse, you must not work in any managerial capacity or as the nurse in charge.
2. You must ensure that you are supervised by another registered nurse any time you are working. This supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
3. You must work with your line manager, supervisor, or mentor to create a personal development plan (PDP). Your PDP must address the concerns about:
  - a) Managing nutrition and hydration
  - b) Record keeping
  - c) Health and safety
  - d) Infection prevention and control
  - e) Pressure management and care
  - f) Medication Management and administration.
4. You must meet with your line manager, supervisor, or mentor fortnightly to discuss and document your progress towards achieving the aims set out in your PDP.

5. You must send your case officer a report detailing your progress towards achieving the aims set out in your PDP, from your line manager, supervisor, or mentor before the next review of this order.
6. 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.
7. 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.
8. You must immediately give a copy of these conditions to:
  - a) Any organisation or person you work for.
  - b) Any agency you apply to or are registered with for work.
  - c) Any employers you apply to for work (at the time of application).
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
9. 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.

10. 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 Mrs Gibson'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 Gibson 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 Gibson'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 Gibson. The NMC will keep Mrs Gibson informed of developments in relation to that issue.

This will be confirmed to Mrs Gibson in writing.

That concludes this determination.