

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 28 January 2025**

Virtual Hearing

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| Name of Registrant: | Isla Mhari Thomson |
| NMC PIN | 13I1935S |
| Part(s) of the register: | Registered Nurse Adult RNA – September 2017 |
| Relevant Location: | West Lothian |
| Panel members: | Rama Krishnan (Chair, Lay member) Jane Hughes (Registrant member) Mandy Kilpatrick (Lay member) |
| Legal Assessor: | Nina Ellin KC |
| Hearings Coordinator: | Maya Khan |
| Nursing and Midwifery Council: | Represented by Uzma Khan, Case Presenter |
| Ms Thomson: | Not present but represented at the hearing by Andrew Richmond of Anderson Strathern |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | Interim conditions of practice order confirmed |

'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. [PRIVATE]
2. You must only work for one substantive employer which must not be an agency.
3. You must not be the nurse in charge of any shift.
4. You must ensure you are supervised any time you are working.
Your supervision must consist of:
 - a) being directly supervised by another registered nurse when managing, administering or handling any medication;
 - b) Fortnightly meetings with your supervisor, line manager or mentor to discuss:
 - i. your general conduct and performance; and
 - ii. [PRIVATE]
5. You must send a report from your supervisor, line manager or mentor to the NMC prior to the next review of this order. The report must comment on your wellbeing and general conduct and performance;
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]
9. [PRIVATE]

10. [PRIVATE]
11. 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.
12. 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.
13. 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.
14. 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.

15. 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

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

The panel has noted that the continuation of the interim conditions of practice order may have an impact on Ms Thomson working as a registered nurse and, as a consequence, she may face hardship or reputational damage. However, in applying the principle of proportionality, the panel decided that the need to protect the public and the wider public interest outweighed Ms Thomson's interest in this regard.

Unless Ms Thomson'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, Ms Thomson 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. Ms Thomson's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Ms Thomson. The NMC will write to Ms Thomson when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Thomson in writing.

That concludes this determination.