

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday, 21 March 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Louise Fallon
<b>NMC PIN</b>	19I1010E
<b>Part(s) of the register:</b>	Registered Nurse Adult - RNA - January 2020
<b>Relevant Location:</b>	Lambeth
<b>Panel members:</b>	Amy Barron (Chair, lay member) Rajesh Jayadevan (Registrant member) Stephanie Hayle (Lay member)
<b>Legal Assessor:</b>	Fiona Moore
<b>Hearings Coordinator:</b>	Daisy Sims
<b>Nursing and Midwifery Council:</b>	Represented by Alastair Kennedy, Case Presenter
<b>Ms Fallon:</b>	Present and represented by Christopher Sykes, instructed by NJ Law Solicitors
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **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 restrict your practise to a single substantive employer, if this is an agency then any employment must be for a minimum period of 4 months.
2. You must not be the nurse in charge of any shift.
3. You must not be the only nurse on duty.
4. You must be directly supervised by another registered nurse for medication administration and management until you are signed off as competent to do so by another registered nurse. You must send evidence of this to your NMC Case Officer before the next review of this order.
5. You must work with your line manager to create a personal development plan (PDP). Your PDP must address the concerns about the following:
  - a) Medication administration management
  - b) Record keeping
  - c) Clinical observations.

6. You must have meeting with your line manager on a monthly basis to ensure that you are making progress towards the aims set in your personal development plan (PDP).
7. You must provide a report of your progress with your PDP to your case officer before any review of this order.
8. You must keep us 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 us 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.
10. 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.
11. 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.

12. 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 Ms Fallon'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 Fallon or the Nursing and Midwifery Council (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 a 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 Ms Fallon. The NMC will write to Ms Fallon when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Fallon in writing.

That concludes this determination.