

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 16 December 2025**

Virtual Hearing

Name of Registrant:	Sophie Maria Lang
NMC PIN:	24K0678E
Part(s) of the register:	Registered Nurse Adult RNA – February 2025
Panel members:	Liz Maxey (Chair, Lay member) Lizzie Walmsley (Lay member) Michelle Mello (Registrant member)
Legal Assessor:	Alain Gogarty
Hearings Coordinator:	Margia Patwary
Nursing and Midwifery Council:	Represented by Sophia Ewulo, Case Presenter
Miss Lang:	Present and represented by Conor Leonard, instructed by the 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 work for one substantive employer; this must not be an agency.
2. You must not be the registered nurse in charge or sole nurse on duty.
3. You must meet with your new employer to agree a period of supernumerary practice until you have been assessed as safe to work independently by another registered nurse senior to you.
4. When you have been assessed as safe to work independently, you must ensure you are indirectly supervised anytime you are working. Working all time on the same shift as, but not always directly observed by another registered nurse senior to you.
5. You must meet with your line manager, mentor or supervisor weekly to discuss:
 - Clinical competence and patient safety
 - Communication with patients
 - Communication within the team

You must provide the NMC with a report from your line manager, mentor or supervisor in regard to the above and adherence to the interim conditions of practice order prior to any review.

6. You must meet with your line manager, mentor or supervisor to identify your training needs in your new role and develop an action plan to address these needs.

You must provide the NMC with a report from your line manager, mentor or supervisor detailing your action plan and your progress against it and send a copy to the NMC prior to any review.

7. [PRIVATE]

8. 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.

9. 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.

10. 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.

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

The panel decided to make this interim order for a period of 18 months. It determined that this length of time was appropriate and necessary to allow for the substantive regulatory proceedings to be concluded.

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 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 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.