

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 08 December 2025**

**Virtual Hearing**

<b>Name of Registrant:</b>	<b>Arian Jeam Margallo</b>
<b>NMC PIN:</b>	<b>19J0398E</b>
<b>Part(s) of the register:</b>	Registered Nurse Mental Health - RNMH – November 2019
<b>Relevant Location:</b>	Stoke-on-Trent
<b>Panel members:</b>	Angela Williams (Chair, lay member) Judith Ebbrell (Registrant member) Eleanor Harding (Lay member)
<b>Legal Assessor:</b>	Richard Ferry-Swainson
<b>Hearings Coordinator:</b>	Audrey Chikosha
<b>Nursing and Midwifery Council:</b>	Represented by Grace Agunbiade, Case Presenter
<b>Mr Margallo:</b>	Present and unrepresented
<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 limit your nursing practice to one substantive employer.  
This must not be an agency.
2. You must not be the nurse in charge on any shift.
3. You must ensure you are supervised any time you are working as a registered nurse. Your supervision must consist of, working at all times on the shift as, but not always directly observed by, another registered nurse.
4. You must meet monthly with your line manager to discuss your general performance and conduct specifically in relation to:
  - a) Maintaining professional boundaries with colleagues
  - b) Working cooperatively with colleagues
  - c) Timely and appropriate responses to patient needs
  - d) Engaging adequately in MDT and handovers
5. You must provide a report to the NMC from your line manager ahead of any NMC review hearing or meeting commenting on your general performance and conduct and specifically in relation to:
  - a) Maintaining professional boundaries with colleagues

- b) Working cooperatively with colleagues
  - c) Timely and appropriate responses to patient needs
  - d) Engaging adequately in MDT and handovers
- 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 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.
- 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 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 decision will be confirmed to you in writing.

That concludes this determination.