

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing**

**Thursday 27 November 2025**

**Virtual Hearing**

<b>Name of Registrant:</b>	Roshelle Arcillas
<b>NMC PIN:</b>	24D1284O
<b>Part(s) of the register:</b>	Registered Nurse - Children (RNC) 18 April 2024
<b>Relevant Location:</b>	Newcastle
<b>Panel members:</b>	Christopher Taylor (Chair, Registrant member) Judith Shevlin (Registrant member) Louise Geldart (Lay member)
<b>Legal Assessor:</b>	Andrew Granville-Stafford
<b>Hearings Coordinator:</b>	Emily Mae Christie
<b>Nursing and Midwifery Council:</b>	Represented by Isabella Kirwan, Case Presenter
<b>Ms Arcillas:</b>	Present and represented by Gerard McGettigan, instructed by the Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **Decision and reasons on interim order**

The panel decided to 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 a single substantive employer, which must not be an agency or bank work.
2. You must ensure that you are directly supervised by another registered nurse at any time you are administering medication. This direct supervision must remain in place until you have been signed off as competent to administer medication independently.

You must send your NMC Case Officer proof of competence within 7 days of being signed off.

3. At all other times, you must ensure that you are indirectly supervised by another registered nurse at any time you are working as a registered nurse. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must work with your employer to create a personal development plan (PDP). Your PDP must include development in the following areas: patient assessment, patient observations, record keeping, and maintaining professional boundaries.

You must:

- a) Send your NMC case officer a copy of your PDP within 14 days of commencing employment; and
- b) Send your NMC case officer a report from your line manager, supervisor, or mentor before any review of this interim order. This report must show your progress towards achieving the aims set out in your PDP and your general conduct and performance.

5. You must meet with your line manager, mentor, or supervisor every fortnight to discuss and ensure that you are making progress towards the aims set in your personal development plan (PDP).

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 Ms Arcillas' 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 Arcillas 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 Arcillas. The NMC will write to Ms Arcillas when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Arcillas in writing.

That concludes this determination.