

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 3 November 2025**

Virtual Hearing

|                                       |                                                                                                  |
|---------------------------------------|--------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | <b>Claire Belfield</b>                                                                           |
| <b>NMC PIN:</b>                       | 07F0667E                                                                                         |
| <b>Part(s) of the register:</b>       | Registered Nurse Sub Part 1<br>Adult Nursing - (Level 1)<br>10 September 2007                    |
| <b>Relevant Location:</b>             | Sunderland                                                                                       |
| <b>Panel members:</b>                 | Gary Tanner (Chair, lay member)<br>Arijana Kilic (Registrant member)<br>Darren Rice (Lay member) |
| <b>Legal Assessor:</b>                | Marian Gilmore KC                                                                                |
| <b>Hearings Coordinator:</b>          | Hanifah Choudhury                                                                                |
| <b>Nursing and Midwifery Council:</b> | Represented by James Edenborough, Case<br>Presenter                                              |
| <b>Mrs Belfield:</b>                  | Not present and not represented at the<br>hearing; written submission provided by<br>UNISON      |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order (18<br>months)                                              |
| <b>Outcome of review:</b>             | <b>Interim conditions of practice order varied</b>                                               |

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

The panel decided to vary the current interim conditions of practice order.

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 a single substantive employer, which must not be an agency.
2. You must not be the nurse in charge of any shift and must not be the sole nurse on duty.
3. You must ensure that you are supervised by a registered nurse (only) any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse at all times.
4. You must meet fortnightly with your manager, supervisor or mentor to discuss [PRIVATE] and professional performance in relation to the NMC's Code of Conduct.
5. You must submit monthly reflective reports to your manager, supervisor or mentor in relation to [PRIVATE] and general performance. Prior to any review hearing, you should send to your case officer at the NMC a copy of these monthly reports, together with a report from your manager commenting on your performance and your fortnightly meetings.
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. [PRIVATE]

8. 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.

9. 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.

10. 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.

11. 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 Mrs Belfield'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, Mrs Belfield 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 Mrs Belfield. The NMC will write to Mrs Belfield when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Belfield in writing.

That concludes this determination.