

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Meeting
Wednesday, 5 November 2025

Virtual Meeting

Name of Registrant:	Melanie Jane Finley
NMC PIN:	91A2014E
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nurse (Level 1) – 17 September 2001
Relevant Location:	West Midlands
Panel members:	Katriona Crawley (Chair, lay member) Karen McCutcheon (Registrant member) Georgia Kontosorou (Registrant member)
Hearings Coordinator:	Fabbiha Ahmed
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the continuation of the following conditions:

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 not work in a managerial role.
2. You must not be the nurse in charge of a shift, ward or unit.
3. You must meet with your line manager or supervisor at least monthly. Your supervision should involve discussions in relation to all aspects of the following areas of concern:
 - Leadership issues and professional development
 - Clinical incident identification and management
 - Interpersonal skills and communication
 - Management of deteriorating patients
 - Working cooperatively with colleagues
4. You must provide a report to the NMC prior to any review hearing or meeting. This report must contain details of your discussions in relation to all aspects of the following areas of concern:
 - Leadership issues and professional development
 - Clinical incident identification and management
 - Interpersonal skills and communication

- Management of deteriorating patients
 - Working cooperatively with colleagues
5. 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.
6. 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.
7. 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.
 - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity

8. 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.

9. 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 confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mrs Finley will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Finley is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mrs Finley will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Mrs Finley must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mrs Finley does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mrs Finley, and her representative will be invited to attend.

This decision will be confirmed to Mrs Finley in writing.

That concludes this determination.