

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Thursday, 20 November 2025**

Virtual Hearing

|                                       |                                                                                                                |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | Valerie Mary Latham                                                                                            |
| <b>NMC PIN:</b>                       | 78J1874E                                                                                                       |
| <b>Part(s) of the register:</b>       | RN1, Registered Nurse - Adult (18 September 1991)<br>RN2, Registered Nurse - Adult (25 August 1982)            |
| <b>Relevant Location:</b>             | Dorset                                                                                                         |
| <b>Panel members:</b>                 | Rachel Carter (Chair, Registrant member)<br>Frances McGurgan (Lay member)<br>Sukhdeep Rayt (Registrant member) |
| <b>Legal Assessor:</b>                | Ruth Mann                                                                                                      |
| <b>Hearings Coordinator:</b>          | John Kennedy                                                                                                   |
| <b>Nursing and Midwifery Council:</b> | Represented by Alex Radley, Case Presenter                                                                     |
| <b>Mrs Latham:</b>                    | Not present and unrepresented                                                                                  |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order<br>(18 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, by removing a duplicated condition.

The panel was of the view that the public would remain suitably protected by the implementation of the following varied 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 limit your nursing practice to your current employer, The Bridges Medical Centre, Weymouth England.
2. [PRIVATE]
3. [PRIVATE]
4. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times while on the same shift as, but not always directly observed by, another registered nurse.
5. You must meet every two weeks with your line manager, mentor or supervisor to discuss your performance as a registered nurse, in relation to:
  - a) Medicines administration and management.
  - b) Record keeping.
  - c) Escalation of clinical concerns.
  - d) Time keeping.
  - e) Following patient care plans and procedures accurately and consistently.

6. You must send the NMC a report from your line manager, mentor or supervisor prior to any NMC review hearing in relation to your progress in relation to the following:

- a) Medicines administration and management.
- b) Record keeping.
- c) Escalation of clinical concerns.
- d) Time keeping.
- e) Following patient care plans and procedures accurately and consistently.

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.

13. [PRIVATE]

14. [PRIVATE]

The panel decided to confirm this varied interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Latham'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 Latham or the 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Latham's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Latham. The NMC will keep Mrs Latham informed of developments in relation to that issue.

This will be confirmed to Mrs Latham in writing.

That concludes this determination.