

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 23 October 2025**

Virtual Hearing

Name of Registrant:	Neal Shields
NMC PIN:	16I0246N
Part(s) of the register:	Registered Nurse – Sub Part 1 Learning Disabilities Nursing (Level 1) 15 September 2016
Relevant Location:	Belfast
Panel members:	John Anderson (Chair, Lay member) Suzie Adam (Registrant member) Sarah Hamilton (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Elizabeth Fagbo
Nursing and Midwifery Council:	Represented by Sally Denholm, Case Presenter
Mr Shields:	Present and represented by James Patterson, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

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

Accordingly, 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 only work as a registered nurse for South Eastern Health and Social Care Trust.
2. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your NMC Case Officer within seven days of accepting any course of study.
 - b) Giving your NMC Case Officer the name and contact details of the organisation offering that course of study
3. You must immediately give a copy of these conditions to South Eastern Health and Social Care Trust.
4. You must tell your NMC 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.
 - d) If for any reason your employment has terminated.

5. You must allow your NMC Case Officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:

- a) The South Eastern Health and Social Care Trust.
- b) Any educational establishment.
- c) Any other person(s) involved in your supervision required by these conditions.

6. You must ensure that you are indirectly supervised at any time you are working in a patient facing role. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.

7. If working in a patient facing role you must meet monthly with your line manager, mentor or supervisor to discuss your progress and performance in the workplace in relation to:

- a) Your conduct and communication with patients
- b) Treating patients with dignity
- c) Record keeping

8. You must send your NMC Case Officer in advance of any NMC review of your case, a report from your line manager, mentor or supervisor regarding your conduct and performance in your current role(s) within the Trust.

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 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. Your case officer will write to you about this in due course.

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 will be confirmed to you in writing.

That concludes this determination.