

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 27 October 2025**

Virtual Hearing

Name of Registrant:	Michele Mozart Smith
NMC PIN:	0611720S
Part(s) of the register:	Registered Nurse - Adult RNA – September 2009
Relevant Location:	Angus
Panel members:	Michael Lupson (Chair, Lay member) Karen McCutcheon (Registrant member) Niall McDermott (Lay member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Amira Ahmed
Nursing and Midwifery Council:	Represented by Rachel Hughes, Case Presenter
Mrs Smith:	Not present and not represented at the hearing
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

‘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 one substantive employer, if it is an agency then your placement must be no less than three months.
2. You must limit your nursing practice to a non-patient facing role.
3. You must have monthly meetings with your line manager, supervisor or nominated mentor to discuss your general performance and conduct in the workplace.
4. You must provide a report from your line manager, supervisor or nominated mentor commenting on your general performance and conduct in the workplace. This report must be provided to your NMC case officer before any review hearing.
5. You must keep us 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 us 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.
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

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

This will be confirmed to Mrs Smith in writing.

That concludes this determination.