

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 10 September 2025**

Virtual Hearing

Name of Registrant:	Valerie Linda Crowley
NMC PIN:	23C1529E
Part(s) of the register:	Registered Nurse Adult – RNA – March 2024
Relevant Location:	England
Panel members:	Katriona Crowley (Chair, lay member) Sandra Norburn (Lay member) Georgia Kontosorou (Registrant member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Eidvile Banionyte
Nursing and Midwifery Council:	Represented by Lydia Stephens, Case Presenter
Miss Crowley:	Not present and not represented at this hearing but written submissions provided by the Royal College of Nursing (RCN)
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.

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 only work for one substantive employer, which must not be an agency and you must not undertake any bank work.
2. You must be directly supervised at all times as a registered nurse until deemed competent by a nurse of Band 6 or above.
3. You must not administer or prepare or be involved in any medication management or administration until you have passed a medications competency assessment and have been signed off as competent by a nurse of Band 6 or above.
4. You must provide your NMC Case Officer with the evidence of passing any medications competency assessment within seven days of passing it.
5. You must have fortnightly meetings with your line manager or supervisor to discuss your progress towards your independent practice in the following areas:
 - a) [PRIVATE] and any training needs;
 - b) Handover processes;
 - c) Communication with colleagues;
 - d) Escalation of critically ill patients;
 - e) Workload management;

- f) Record keeping;
 - g) Medication management and administration;
 - h) Time management;
 - i) Prioritisation and planning in relation to patient care.
6. You must obtain and provide your NMC Case Officer with a report from your line manager or supervisor commenting on the matters detailed in Condition 5 prior to any review hearing.
7. 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.
8. 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.
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 Miss Crowley'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, Miss Crowley 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 Miss Crowley. The NMC will write to Miss Crowley when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Crowley in writing.

That concludes this determination.