

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 26 September 2025**

Virtual Hearing

Name of Registrant:	Charlotte Smith
NMC PIN	06B1290E
Part(s) of the register:	Registered Nurse Mental Health (RNMH) – 16 August 2006
Relevant Location:	Wiltshire
Panel members:	John Anderson (Chair, lay member) Vikki Crickmore (Registrant member) Caroline Browne (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Petra Bernard
Nursing and Midwifery Council:	Represented by Antony Bartholomeusz, NMC Case Presenter
Mrs Smith:	Not present and not represented in the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice varied

Decision and reasons on interim order

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

The panel has determined that the following conditions are necessary and proportionate:

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 restrict your nursing practice to one substantive employer which must not be an agency.
2. You must not be the nurse in charge or the senior nurse on duty on any shift.
3. You must ensure you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse. When working independently in the Community, you must be directly supervised at all times by another registered nurse.
4. You must meet with your line manager, mentor or supervisor on a fortnightly basis to review and discuss your clinical performance and general conduct in relation to the following areas:
 - a. Caseload management
 - b. Adherence to care plans
 - c. Effective discharge planning
 - d. Medication management and administration
 - e. Documentation and record keeping
5. You must provide a report from your line manager, mentor or supervisor to the NMC prior to any review hearing on your clinical performance and general conduct specifically in relation to the areas listed in condition 4.

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 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.
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 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 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.