

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Monday, 27 April 2026**

Virtual Meeting

Name of Registrant:	Siobhan Heller
NMC PIN:	14F1090E
Part(s) of the register:	Registered Nurse Mental Health – 8 September 2014
Relevant Location:	Lancashire
Panel members:	Angela Williams (Chair, Lay member) Marianne Scott (Registrant member) Darren Rice (Lay member)
Hearings Coordinator:	Teige Gardner
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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

As such it has determined that the following conditions remain proportionate and appropriate:

1. You must limit your nursing practice to one employer, this can be a single agency with a placement for a minimum of three months in the same unit or ward.
2. You must not be the registered nurse in charge or the sole nurse on duty in a unit or ward.
3. You must only undertake medication management or administration when directly supervised by another registered nurse.
4. You must ensure you are indirectly supervised any time you are working, working at all times on the same shift as but not always directly observed by a registered nurse.
5. You must meet with your line manager, supervisor or mentor fortnightly to discuss the following:
 - a) [PRIVATE]
 - b) How you are managing your case load and any challenging situations
 - c) Safeguarding
 - d) Knowledge and adherence to policies and procedures
6. You must provide a report to the NMC from your line manager, supervisor or mentor in relation to condition five prior to the next review hearing

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

11. You must keep 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.

12. You must keep 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.

13. 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.

14. 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.

15. 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 there has been a material change of circumstances, a panel will review the interim suspension order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Ms Heller will be notified of that panel's decision in writing following that meeting.

Alternatively, Ms Heller is entitled to have the interim suspension order reviewed at a hearing. This means that Ms Heller will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Ms Heller must inform her case officer if she would like the interim suspension order to be reviewed at a hearing.

Even if Ms Heller does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Ms Heller and her representative will be invited to attend.

This decision will be confirmed to Ms Heller in writing.

That concludes this determination.