

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 16 April 2026**

Virtual Meeting

Name of Registrant:	Helen Ann Lee
NMC PIN:	01C0282W
Part(s) of the register:	Registered Nurse - Adult RNA – 14 October 2004
Relevant Location:	Carmarthenshire
Panel members:	Neil Calvert (Chair, Lay member) Sandra Norburn (Lay member) Nicola Harvey (Registrant member)
Hearings Coordinator:	Max Buadi
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.

Therefore, the panel confirmed the following 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. [PRIVATE].
2. You must limit your nursing practice to one substantive employer. You must not undertake agency or bank work.
3. You must ensure that you are directly supervised by another registered nurse any time you are carrying out the administration and management of medication.
4. You must not be the nurse in charge of any shift.
5. You must ensure that you are supervised any time you are working. This supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
6. You must immediately give a copy of these conditions to:
 - a) Any current or future employer.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
7. You must meet with your line manager or supervisor, minimum monthly. The discussion should include your:
 - [PRIVATE]

- Medicines practice
- Record keeping

8. You must obtain and provide a report from your line manager or supervisor to your NMC Case Officer before any review hearing or meeting commenting on your:

- [PRIVATE]
- Medicines practice
- Record keeping

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 your current employer.

10. [PRIVATE]

11. [PRIVATE]

12. [PRIVATE]

13. [PRIVATE]

14. [PRIVATE]

15. [PRIVATE].

16. 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.

17. 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.

Unless Miss Lee case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Miss Lee will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Miss Lee will be invited to attend in person, send a representative on Miss Lee's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Lee. The NMC will write to Miss Lee when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Lee in writing.

That concludes this determination.