

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Tuesday, 25 August 2026**

Virtual Meeting

Name of Registrant:	Neal Shields
NMC PIN:	16I0246N
Part(s) of the register:	Registered Nurse – Sub part 1 Learning Disabilities Nursing (Level 1) – 15 September 2016
Relevant Location:	Belfast
Panel members:	Gary Tanner (Chair, Lay member) Aileen Cherry (Registrant member) Darren Rice (Lay member)
Hearings Coordinator:	Bethany Seed
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.

The panel was satisfied that the public would remain protected, and the public interest would be met, by the continuation of 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. You must only work as a registered nurse for [PRIVATE].
2. You must keep the NMC informed about anywhere you are studying by:
 - a) Telling your NMC Case Officer within seven days of accepting any course of study.
 - b) Giving your NMC Case Officer the name and contact details of the organisation offering that course of study
3. You must immediately give a copy of these conditions to [PRIVATE].
4. You must tell your NMC 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.
 - d) If for any reason your employment has terminated.
5. You must allow your NMC Case Officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
 - a) [PRIVATE].

- b) Any educational establishment.
- c) Any other person(s) involved in your supervision required by these conditions.

6. You must ensure that you are indirectly supervised at any time you are working in a patient facing role. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.

7. If working in a patient facing role you must meet monthly with your line manager, mentor or supervisor to discuss your progress and performance in the workplace in relation to:

- a) Your conduct and communication with patients
- b) Treating patients with dignity
- c) Record keeping

8. You must send your NMC Case Officer in advance of any NMC review of your case, a report from your line manager, mentor or supervisor regarding your conduct and performance in your current role(s) within the Trust.'

Unless Mr Shields's 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 Mr Shields 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 Mr Shields will be invited to attend in person, send a representative on Mr Shields'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.

This will be confirmed to Mr Shields in writing.

That concludes this determination.