

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 25 February 2026**

Virtual Meeting

Name of Registrant:	Charlotte Smith
NMC PIN:	06B1290E
Part(s) of the register:	Registered Nurse (Sub Part 1) Mental Health (Level 1) – RNMH - 16 August 2006
Relevant Location:	Bath and North East Somerset
Panel members:	Gary Tanner (Chair, lay member) Naomi Smith (Registrant member) Niall McDermott (Lay member)
Hearings Coordinator:	Audrey Chikosha
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 therefore of the view that the public would remain suitably protected by the following varied 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 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 Ms Smith'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 Smith 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 Ms Smith will be invited to attend in person, send a representative on Ms Smith'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 Ms Smith. The NMC will write to Ms Smith when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Smith in writing.

That concludes this determination.