

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 18 February 2026**

Virtual Hearing

Name of registrant: Mrs Sherin Thomas

NMC PIN: 23E22920

Part(s) of the register: Registered Nurse
Adult – RNA – May 2023

Relevant Location: Northern Ireland

Panel members: Godfried Attafua (Chair, Registrant member)
Karen McCutcheon (Registrant member)
Julian Graville (Lay member)

Legal Assessor: Caroline Hartley

Hearings Coordinator: Maya Khan

Nursing and Midwifery Council: Represented by Alex Radley, Case Presenter

Mrs Thomas: Present and represented by Geraldine Hughes,
GMB

Interim order directed: **Interim conditions of practice order
(18 months)**

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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

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 or involve any bank work. This employer must be able to provide you with a formal preceptorship programme or equivalent for a minimum of four months.
2. You must at all times be directly supervised by another registered nurse any time you are working in a preceptorship programme or equivalent.
3. You must send evidence to the NMC within 7 days of successfully completing the preceptorship programme or equivalent.
4. You must meet fortnightly with your designated preceptor or mentor under the preceptorship programme or equivalent and discuss your performance in following areas:
 - Time management
 - Prioritising workload
 - Delivering safe patient care in particular medication management, clinical observations and infection control
 - Communication with patients and staff
5. You must send a report to your NMC case officer before your NMC review hearing from your designated preceptor or mentor under the preceptorship programme or

equivalent. This report must comment on your performance and progress in following areas:

- Time management
- Prioritising workload
- Delivering safe patient care in particular medication management, clinical observations and infection control
- Communication with patients and staff

6. You must keep the 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

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.

The panel decided to impose the interim conditions of practice order for a period of 18 months as the Nursing and Midwifery Council's (NMC) investigation is at an early stage.

The panel has noted that this interim order may have an impact on your ability to practise as a registered nurse and, as a consequence, you may be caused financial hardship. In applying the principle of proportionality, the panel determined that the need to protect the public outweighed your interests in this regard.

Unless your case has already been concluded or there has been a material change of circumstances, the panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. The panel will be invited by the NMC to confirm the interim order at a meeting and you 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, the panel will review the interim order at a hearing which you will be invited to attend in person, send a representative on your 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

That concludes this determination.

This decision will be confirmed to you in writing.