

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Substantive Order Review Meeting  
Monday, 12 January 2026**

Virtual Meeting

**Name of Registrant:** Storms Welly Menri

**NMC PIN:** 16L0243E

**Part(s) of the register:** Nurses Part of the Register- Sub Part 1  
RNA: Adult Nurse, Level 1 (2 January 2017)

**Relevant Location:** Cosham

**Type of case:** Lack of competence

**Panel members:** Nicholas Rosenfeld (Chair, lay member)  
Sally Thomas (Registrant member)  
Philippa Hardwick (Lay member)

**Legal Assessor:** Breige Gilmore

**Hearings Coordinator:** Monsur Ali

**Order being reviewed:** Conditions of practice order (9 months)

**Fitness to practise:** Impaired

**Outcome:** **Order to lapse upon expiry in accordance with  
Article 30 (1), namely at the end 13 February 2026**

## **Decision and reasons on service of Notice of Meeting**

The panel noted at the start of this meeting that the Notice of Meeting had been sent to Mr Menri's registered email address by secure email on 26 November 2025.

Further, the panel noted that the Notice of Meeting was also sent to Mr Menri's representative at the Royal College of Nursing ("RCN") on 26 November 2025.

The panel took into account that the Notice of Meeting provided details of the review, that the review meeting would be held no sooner than 29 December 2026 and inviting Mr Menri to provide any written evidence seven days before this date.

The panel accepted the advice of the legal assessor.

In light of all of the information available, the panel was satisfied that Mr Menri has been served with notice of this meeting in accordance with the requirements of Rules 11A and 34 of the Nursing and Midwifery Council (Fitness to Practise) Rules 2004 (as amended) ("the Rules").

## **Decision and reasons on review of the current order**

The panel decided to allow the order to lapse upon expiry. This order will come into effect at the end of 13 February 2026 in accordance with Article 30(1) of the Nursing and Midwifery Order 2001 (as amended) ("the Order").

This is the fourth review of a substantive conditions of practice order originally imposed for a period of 18 months by a Fitness to Practise Committee panel on 14 April 2021. This was reviewed on 6 October 2022 and 9 October 2023 when the panel varied and further extended the conditions of practice order on both occasions. The order was last reviewed and the interim conditions of practice order was extended for a further period of nine months on 31 March 2025.

The current order is due to expire at the end of 13 February 2026.

The panel is reviewing the order pursuant to Article 30(1) of the Order.

The charges found proved which resulted in the imposition of the substantive order were as follows:

*'Whilst employed as a registered nurse by Joint Hospital Group South, at the Queen Alexandra Hospital, between 24 January 2017 and 23 November 2018, failed to demonstrate the standards of knowledge, skill and judgement required to practise without supervision as a Band 5 Staff Nurse, in that you:*

- 1) Did not make satisfactory progress under a performance management programme 'Performance Advisory Group (PAG) between January 2017 and 12 June 2018 and/or 'Nursing Performance Review Panel (NPRP)' between 12 July 2018 and 24 October for reasons including the following:*
  - a) Could not demonstrate competency in all areas of management and/or administration of medication; including*
    - i. On 16 February 2017, when you dispensed medication to the wrong patient;*
    - ii. On 10 April 2017 when you dispensed medication to the wrong patient*
  - b) Did not communicate effectively with colleagues in that you*
    - i. did not ensure that a Patient who had a fall was appropriately escalated to the Nurse in Charge on 29 December 2017*
  - c) On one or more occasions you did not respond appropriately when dealing with deteriorating patients*
  - d) On 15 November 2017 did not properly set a Patient's oxygen machine to ensure that they received sufficient oxygen*
  - e) did not complete patient records adequately and/or in a timely manner*

f) *Around 20-25 May 2018, demonstrated poor adherence to infection control procedures*

*And, in light of one or more of the matters set out in Charge 1 above, your fitness to practise is impaired by reason of your lack of competence.'*

The third reviewing panel determined the following with regard to impairment:

*'The panel considered whether Mr Menri's fitness to practise remains impaired.*

*The panel noted that since the last review hearing, there is no information before it to demonstrate a period of safe practice from Mr Menri. It noted that the charges found proved relate to practise in which patients were placed at risk of harm. Given the finding of a lack of competence relating to important areas of clinical practice, the panel was not satisfied that there has been a material change in the risk level. It appears that Mr Menri has not worked as a registered nurse since 2018, and therefore, he has not been able to show further strengthening or remediation in his nursing practice. Therefore, a risk of harm remains. As such, the panel decided that a finding of continuing impairment is necessary on the grounds of public protection.*

*The panel had in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel determined that, in this case, a finding of continuing impairment on public interest grounds is also required. Given the nature of the concerns and the type of concerns which relate to clinical competency, a member of the public would be concerned if a finding of impairment is not found in Mr Menri's case.*

*For these reasons, the panel finds that Mr Menri's fitness to practise remains impaired on the grounds of public protection and the wider public interest.'*

The third reviewing panel determined the following with regard to sanction:

*'Having found Mr Menri's fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions Guidance' ("SG") and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.*

*The panel first considered whether to take no action but concluded that this would be inappropriate in view of the nature and seriousness of the case. The panel decided that it would be neither proportionate nor in the public interest to take no further action.*

*It then considered the imposition of a caution order but again determined that, due to the seriousness of the case, and the public protection issues identified, an order that does not restrict Mr Menri's practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where 'the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.' The panel considered that Mr Menri's misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.*

*The panel next considered whether imposing a further conditions of practice order on Mr Menri's registration would still be sufficient and appropriate. The panel is mindful that any conditions imposed must be proportionate, measurable, and workable.*

*The panel determined that it would be possible to formulate appropriate and practical conditions which would address the failings highlighted in this case.*

*The panel was of the view that a further conditions of practice order is sufficient to protect patients and the wider public interest. The panel noted that there was no*

*evidence of deep-seated attitudinal problems. The panel determined that there were identifiable areas of retraining and assessment, a willingness to respond positively to training and patients will not be placed in danger. Therefore, it was decided that the current conditions remain appropriate and would continue to provide the public with the level of protection during the period they are in force.*

*The panel seriously considered a suspension order and a striking off order given the lack of further information and engagement from Mr Menri. However, the panel noted that this was the first occasion in which the panel had not been provided with further information despite the conditions of practice being varied on 6 October 2023. The panel was of the view that to impose a suspension order or a striking-off order at this stage would be disproportionate.*

*Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of nine months, which will come into effect on the expiry of the current order, namely at the end of 13 May 2025. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:*

*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 not work as an agency or bank nurse.*
- 2. You must ensure that you are supervised at 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, a registered nurse. This must continue until you are signed off by your employer as competent against clinical standards outlined in conditions three and five.*

3. *You must not administer IV medication unless you are directly supervised by a suitably qualified registered nurse until signed off by your employer as competent.*
4. *[PRIVATE].*
5. *You must work with a mentor, who must be a registered nurse nominated by your line manager, to create a personal development plan (“PDP”). Your PDP must address the concerns around: • Administration of medication; • Your assessment and response to the deteriorating patient; • Professional standards of infection control.*
6. *You must:*
  - a. *Send your case officer a copy of your PDP before this order is reviewed;*
  - b. *Meet with your nominated mentor at least monthly to discuss your progress towards achieving the aims set out in your PDP;*
  - c. *Send your case officer a report from your nominated mentor before this order is reviewed. This report must show your progress towards achieving the aims set out in your PDP.*
7. *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.*
8. *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.*
9. *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.*

*10. 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.*

*11. 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 period of this order is for nine months.*

*This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 13 May 2025 in accordance with Article 30(1).*

*Before the end of the period of the order, a panel will hold a review hearing to see how well Mr Menri has complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.'*

## **Decision and reasons on current impairment**

The panel has considered carefully whether Mr Menri's fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the Nursing and Midwifery Council ("NMC") has defined fitness to practise as a registrant's suitability to

remain on the register without restriction. The panel had regard to the NMC guidance which states, *‘the question that will help decide whether a professional’s fitness to practise is impaired is: Can the nurse, midwife, or nursing associate practise safely, kindly and professionally.’* In considering this case, the panel has carried out a comprehensive review of the order in light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel had regard to all of the documentation before it, including the NMC bundle and the most recent email correspondence between Mr Menri’s representatives at the RCN and the NMC dated 18 February 2025 which stated:

*‘The Registrant has been subject to a substantive order since 14 April 2021.*

*He is currently working as a Medical Support Officer in a non-clinical position within the military. Since April, the Registrant has attempted to apply for a Return to Practise course at City St George’s, University of London but unfortunately was too late as the admission process had already been completed. He is still in touch with this university and is awaiting confirmation that the admissions process has been re-opened for applications.*

*The Registrant’s PIN expired on 31 January 2020, and he has not paid a registration fee since. The Registrant would lapse from the Register but for the ongoing fitness to practice proceedings, under which he has been made subject to a substantive conditions of practice order.*

*The Registrant has considered his current circumstances and would like for the Panel to allow him to lapse from the Register with impairment. This would be to give him time to apply for and complete a Return to Practice course during which he would demonstrate that he has fully addressed his regulatory concerns. His reasoning for this decision has been set out in the enclosed signed statement.*

*In light of the above, we invite the Panel to allow the Registrant’s substantive conditions of practice to expire.’*

The panel heard and accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession and to declare and uphold proper standards of conduct and performance.

The panel considered whether Mr Menri's fitness to practise remains impaired by reason of lack of competence. In doing so, it had regard to whether there has been a material change in circumstances since the previous review hearing.

The panel noted that, since the last review, there is no evidence before it demonstrating a period of safe and effective practice by Mr Menri. The panel was mindful that the charges found proved related to important areas of clinical practice in which patients were placed at risk of harm. In light of the previous findings of lack of competence, the panel was not satisfied that the level of risk has been sufficiently addressed or reduced.

The panel further noted that Mr Menri has not practised as a registered nurse since 2018. As a result, he has been unable to demonstrate that he has fully remediated, updated clinical competence, or the strengthening of his nursing practice. The panel therefore concluded that there remains a risk of repetition and, consequently, a risk of harm to patients.

In these circumstances, the panel determined that a finding of current impairment is necessary on the grounds of public protection.

### **Decision and reasons on sanction**

Having found Mr Menri's fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel noted that its powers are set out in Article 30 of the Order. The panel has also taken into account the 'NMC's Sanctions Guidance' (SG) and has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

The panel considered whether it was necessary to take further regulatory action or whether it would be appropriate to allow the current order to lapse upon its expiry.

The panel noted that Mr Menri is currently employed as a Medical Support Officer within the Royal Air Force and is not working as a registered nurse. The panel further noted that Mr Menri has not renewed his registration and that his registration remains active only by virtue of the substantive order currently in place.

The panel considered Mr Menri's expressed intention to undertake a Return to Practice course. However, it noted that no documentary evidence had been provided to demonstrate that he has taken additional steps to strengthen his nursing practice, remediate the identified concerns, or reduce the level of risk. As such, the panel was not satisfied that there has been any material change in his circumstances.

The panel determined that Mr Menri is not in a position to return to nursing practice at this time. However, it concluded that the imposition of a striking-off order would be disproportionate, given the nature of the concerns, his disengagement from nursing practice, and his acknowledgement that his registration would lapse and any return to practise would have to be via a Return to Practise course and application through the Registrar.

The panel had regard to the NMC guidance REV-2h on allowing an order to lapse upon expiry with a finding of current impairment. In particular, the panel found the following paragraph of relevance:

*'...the Registrar (or one of our Assistant Registrars who also make decisions on behalf of the Registrar) would be able to take account of the panel's decision whether the nurse, midwife or nursing associate's fitness to practise was still impaired when they were removed from the register.'*

The panel had regard to the following points:

- Mr Menri's registration is only active because the current order remains in force;
- Mr Menri does not currently practise as a nurse; and

- The public would remain protected by a clear and recorded finding of current impairment, which would be available to any future decision-maker should Mr Menri seek to re-join the register.

The panel concluded that allowing the current order to lapse upon expiry would be proportionate and sufficient to protect the public and maintain confidence in the nursing profession. It noted that Mr Menri has not provided any further evidence of strengthened practice and that his level of risk remains the same. In these circumstances, allowing the order to lapse would have the effect of Mr Menri's registration automatically lapsing, thereby removing him from the register.

The panel was satisfied that public protection would continue to be maintained, as the finding of current impairment would remain on Mr Menri's regulatory record. Should Mr Menri wish to return to the register in the future, he would be required to satisfy the Registrar that his fitness to practise is no longer impaired and that he is fit to return to nursing practice.

The panel was therefore satisfied that the public would be suitably protected once the order lapses upon expiry. It determined that a striking off order would be disproportionate at this stage given the nature of the facts found proved.

In accordance with Article 30(1), the substantive conditions of practice order will lapse upon expiry at the end of 13 February 2026.

This decision will be confirmed to Mr Menri in writing.

That concludes this determination.