

**Nursing and Midwifery Council**  
**Investigating Committee**

**Interim Order Review Meeting**  
**Monday 19 January 2026**

Virtual Meeting

<b>Name of Registrant:</b>	Valerie Mitchell
<b>NMC PIN:</b>	1411141S
<b>Part(s) of the register:</b>	Registered Nurse Adult – RNA – September 2017
<b>Relevant Location:</b>	Douglas
<b>Panel members:</b>	Michael McCulley (Chair, Lay member) Kathryn Evans (Registrant member) Richard Carnell (Lay member)
<b>Hearings Coordinator:</b>	Rebecka Selva
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order:

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.  
You must not undertake bank or agency work.
2. You must not be the nurse in charge of any shift.
3. You must meet with your line manager, supervisor or mentor on a monthly basis. During these meetings, you should reflect on the following areas:
  - a) Conduct and relationships with colleagues, patients and patient relatives.
  - b) Equality and diversity in the workplace
  - c) Treating colleagues, patients and patient relatives with dignity and respect
4. You must send your NMC case officer, prior to any review of your case, a report from your line manager, supervisor or mentor outlining the discussions from your monthly meetings. The report must comment on the areas of:
  - a) Conduct and relationships with colleagues, patients and patient relatives.
  - b) Equality and diversity in the workplace
  - c) Treating colleagues, patients and patient relatives with dignity and respect

5. 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.
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 Mrs Mitchell'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 Mrs Mitchell 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 Mrs Mitchell will be invited to attend in person, send a representative on Mrs Mitchell'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 Mrs Mitchell in writing.

That concludes this determination.