

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Tuesday, 27 January 2026**

Virtual Meeting

<b>Name of Registrant:</b>	Victoria Leanne Southall
<b>NMC PIN:</b>	19G2830E
<b>Part(s) of the register:</b>	Registered Nurse – Adult 23 December 2019
<b>Relevant Location:</b>	Staffordshire
<b>Panel members:</b>	Palbinder Thandi (Chair, lay member) Michelle Mello (Registrant member) Reni Aina (Lay member)
<b>Hearings Coordinator:</b>	Tyra Andrews
<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 only work for one substantive employer, or if for an Agency, this must be for a minimum period of 3 months in a single clinical placement.
2. You must not be the registered nurse in charge of any shift, and at all times you are working, there must be another registered nurse, registered paramedic or doctor providing support and available for you to consult regarding clinical matters.
3. You must meet with your line manager, supervisor or mentor fortnightly to discuss the following:
  - a. Your general welfare
  - b. Your record keeping
  - c. Your patient assessments
  - d. Your escalation, referral and follow-up of concerns You must provide a report to the NMC from your line manager, supervisor or mentor commenting on the above points prior to any review hearing.
4. 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.
5. 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.

6. You must immediately give a copy of these conditions to:
  - a. Any organisation or person you work for.
  - b. Any agency you apply to or are registered with for work.
  - c. Any employers you apply to for work (at the time of application).
  - d. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
7. 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.
8. 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 Miss Southall'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 Miss Southall 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 Miss Southall will be invited to attend in person, send a representative on Miss Southall'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 Miss Southall in writing.

That concludes this determination.