

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 21 July 2026**

Virtual Hearing

|                                       |                                                                                                     |
|---------------------------------------|-----------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | <b>Mellissa Bowen</b>                                                                               |
| <b>NMC PIN:</b>                       | 11G0051W                                                                                            |
| <b>Part(s) of the register:</b>       | Registered Nurse – Adult<br>RNA – September 2011                                                    |
| <b>Relevant Location:</b>             | Newport                                                                                             |
| <b>Panel members:</b>                 | Ingrid Lee (Chair, Lay member)<br>Rohan Sivanandan (Lay member)<br>Helen Hughes (Registrant member) |
| <b>Legal Assessor:</b>                | Paul Hester                                                                                         |
| <b>Hearings Coordinator:</b>          | John Kennedy                                                                                        |
| <b>Nursing and Midwifery Council:</b> | Represented by Sophia Ewulo, Case<br>Presenter                                                      |
| <b>Ms Bowen:</b>                      | Present and represented by Samantha<br>Madden, instructed by Royal College of<br>Nursing (RCN)      |
| <b>Interim order directed:</b>        | <b>Interim conditions of practice order (18<br/>months)</b>                                         |

## **Decision and reasons on interim order**

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

As such it has determined that the following conditions are necessary and proportionate:

‘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 working with Aneurin Bevan University Hospital Health Board. This must not involve bank shifts or agency work.
2. You must ensure that you are indirectly supervised anytime you are working. This supervision must consist of working on the same shift as, but not always directly observed by, another registered nurse.
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]

8. You must meet at least once a month with your line manager to discuss:

- a) [PRIVATE]
- b) Your performance in the workplace

You must provide a report on these meetings prior to any NMC review.

9. You must keep the NMC informed about anywhere you are working by:

- a) Telling your case officer within seven days of leaving any employment.
- b) Giving your case officer your employer's contact details.

10. 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.

11. You must immediately give a copy of these conditions to:

- a) Aneurin Bevan University Hospital Health Board.
- b) [PRIVATE]
- c) [PRIVATE]
- d) [PRIVATE]
- e) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

12. 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.
  
13. 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) Aneurin Bevan University Hospital Health Board
  - b) [PRIVATE]
  - c) [PRIVATE]
  - d) [PRIVATE]
  - e) Any educational establishment.
  - f) Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to make this interim order for a period of 18 months as the NMC investigation is at an early stage and will require significant time to be completed.

Unless your case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, you or the NMC may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order 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.

This will be confirmed to you in writing.

That concludes this determination.