

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 22 July 2026**

Virtual Hearing

Name of Registrant:	Julie Ann Cansdale
NMC PIN:	00J0441E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 11 October 2003
Relevant Location:	Carmarthenshire
Panel members:	Sarah Hamilton (Chair, lay member) Arijana Kilic (Registrant member) Sandra Norburn (Lay member)
Legal Assessor:	Charlene Bernard
Hearings Coordinator:	Catherine Blake
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Mrs Cansdale:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

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

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 limit your nursing practice to the Hywel Dda Health Board.
You must not undertake any bank or agency work.
2. You must not be the sole nurse in charge on any shift you work.
3. You must not be involved in the administration or management of medication unless directly supervised by another registered nurse, until formally assessed by your clinical line manager as competent to do so independently. You must send evidence of successful completion of this assessment to your case officer within 7 days of completion.
4. You must ensure that you are supervised 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 another registered nurse.
5. You must have fortnightly meetings with your line manager, supervisor or mentor to have reflective discussions in the following areas:
 - Record keeping
 - Treating colleagues and patients with dignity and respect
 - Medication administration

6. You must provide a report to the NMC from your line manager, supervisor or mentor following these meetings commenting on the areas above in condition 5 7 days prior to the review of your case.
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) Hywel Dda Health Board
 - 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

Unless Mrs Candale's 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, Mrs Cansdale or the Nursing and Midwifery Council (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 a 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 Mrs Cansdale. The NMC will write to Mrs Cansdale when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Cansdale in writing.

That concludes this determination.