

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 15 July 2026**

Virtual Hearing

|                                       |                                                                                                       |
|---------------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>            | Natasha Holbrook                                                                                      |
| <b>NMC PIN:</b>                       | 24I0336E                                                                                              |
| <b>Part(s) of the register:</b>       | Registered Nurse<br>Adult – RNA – November 2024                                                       |
| <b>Relevant Location:</b>             | Staffordshire                                                                                         |
| <b>Panel members:</b>                 | Mahjabeen Agha (Chair, lay member)<br>Rajesh Jayadevan (Registrant member)<br>Tom Manson (Lay member) |
| <b>Legal Assessor:</b>                | Neil Fielding                                                                                         |
| <b>Hearings Coordinator:</b>          | Adaobi Ibuaka                                                                                         |
| <b>Nursing and Midwifery Council:</b> | Represented by Aliyah Hussain, Case<br>Presenter                                                      |
| <b>Ms Holbrook:</b>                   | Present and represented by Lauren Bohill,<br>instructed by Royal College of Nursing (RCN)             |
| <b>Interim order to be reviewed:</b>  | Interim conditions of practice order<br>(18 months)                                                   |
| <b>Outcome of review:</b>             | <b>Interim conditions of practice order varied</b>                                                    |

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

The panel decided to vary 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 employment to one substantive employer, this must not be a bank or agency.
2. You must be directly supervised by a registered nurse when:
  - a) administering or managing medications
  - b) undertaking cannula care and management
  - c) discharging patientsuntil you are formally assessed and deemed competent to do so independently.

A copy of the completed competency assessments must be sent to the NMC within seven days of completion.

3. You must be indirectly supervised at all other times which means being on the same shift as, but not always directly observed by, a registered nurse.
4. You must meet with your line manager, mentor or supervisor at least once a month to discuss your performance and progress as a registered nurse, and specifically the following areas of your practice :
  - a) Medicines administration and management
  - b) Cannula care and management
  - c) Safe discharge of patients
  - d) Patient assessment and escalation of deteriorating patients

- e) Record keeping
  - f) Effective verbal communication with professional colleagues, in relation to patient handovers
  - g) Any reasonable adjustments required to enable you to fulfil your role
5. You must provide a report from your line manager, mentor or supervisor prior to any review hearing outlining your performance and progress as a registered nurse and specifically in relation to the areas outlined in Condition 4.
6. 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.
7. 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.
8. 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.
9. 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.

10. 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 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 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 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.