

**Nursing and Midwifery Council
Fitness to Practise Committee**

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

Virtual Meeting

Name of Registrant:	Deborah Ann Mannings
NMC PIN:	90I0239E
Part(s) of the register:	Registered Nurse – Sub Part1 Adult Nursing (Level1) – 7 November 1993
Relevant Location:	Dudley
Panel members:	Michelle McBreeze (Chair, Lay member) Jason Flannigan-Salmon (Registrant member) Graham Woodham (Lay member)
Hearings Coordinator:	Elizabeth Fagbo
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.

'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 not work until:*
 - a) [PRIVATE].
 - b) [PRIVATE].
2. *You must not continue working unless:*
 - a) [PRIVATE].
 - b) [PRIVATE].
3. *You must ensure that you are supervised by a registered nurse of band 6 or above any time you are working. Your supervision must consist of working at all times while being directly observed by a registered nurse of band 6 or above until you are deemed competent by your supervisor to work under indirect supervision. Thereafter you must work under indirect supervision, namely, working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.*
4. *You must have weekly meetings with your line manager to discuss your communication with colleagues and patients and [PRIVATE].*
5. *You must obtain a report from your line manager, and send to your case officer at the NMC, before any review of this interim order. This report must contain details of your performance and [PRIVATE].*

6. *You must keep your work under review. [PRIVATE].*
7. *You must restrict your work to only one employer and this must not be an agency or an individual.*
8. *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.*
9. *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.*
10. *You must immediately give a copy of these conditions to:*
 - a. *Any organisation 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.*
11. *You must tell your NMC 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.*
12. *You must allow your NMC 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 condition'

Unless there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mrs Manning will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Manning is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mrs Manning will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Mrs Manning must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mrs Manning does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mrs Manning and her representative will be invited to attend.

This decision will be confirmed to Mrs Manning in writing.

That concludes this determination.