

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

**Interim Order Review Hearing
Wednesday, 29 July 2026**

Virtual Hearing

Name of Registrant:	Charlotte Smith
NMC PIN:	06B1290E
Part(s) of the register:	Registered Nurse – Mental Health RNMH – 16 August 2006
Panel members:	Bryan McFarland (Chair, Lay member) Vickie Glass (Registrant member) Robert Marshall (Lay member)
Legal Assessor:	Gerard Coll
Hearings Coordinator:	Hamizah Sukiman
Nursing and Midwifery Council:	Represented by Honor Fitzgerald, Case Presenter
Mrs Smith:	Present and represented by Anna Deery, instructed by Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the implementation of the following varied conditions:

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 one substantive employer which must not be an agency.*
- 2. You must not be the nurse in charge or the senior nurse on duty on any shift.*
- 3. You must ensure 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. When working independently in the Community, you must be directly supervised at all times by another registered nurse.*
- 4. You must meet with your line manager, mentor or supervisor on a fortnightly basis to audit, review and discuss your clinical performance and general conduct in relation to the following areas:*
 - a. Caseload management*
 - b. Adherence to care plans*
 - c. Effective discharge planning*

- d. *Medication management and administration*
 - e. *Documentation and record keeping*
5. *You must provide a report from your line manager, mentor or supervisor to the NMC prior to any review hearing on your clinical performance and general conduct specifically in relation to the areas listed in condition 4.*
6. *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.*
7. *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.*
8. *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.*
9. *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 Smith'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 Smith 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Smith's case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Smith. The NMC will keep her informed of developments in relation to that issue.

This will be confirmed to Mrs Smith in writing.

That concludes this determination.