

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

**Substantive Order Review Hearing  
Wednesday, 17 June 2026**

Virtual Hearing

**Name of Registrant:** Chelsie Neale

**NMC PIN:** 14G0822E

**Part(s) of the register:** Nurses Part of the Register – Sub Part 1  
RNA: Adult Nurse, Level 1 (13 August 2014)  
  
V100: Community Practitioner Nurse Prescriber (10  
November 2017)

**Relevant Location:** Cambridgeshire

**Type of case:** Misconduct

**Panel members:** Emma Moir (Chair, lay member)  
Jenni Etchells (Registrant member)  
Alan McCrum (Lay member)

**Legal Assessor:** Alain Gogarty

**Hearings Coordinator:** Yvonne Temah

**Nursing and Midwifery Council:** Represented by Honor Fitzgerald, Case Presenter

**Miss Neale:** Not present and unrepresented

**Order being reviewed:** Conditions of practice order (12 months)

**Fitness to practise:** Impaired

**Outcome:** **Conditions of practice order (12 months)  
to come into effect on 23 July 2026 in accordance  
with Article 30 (1)**

**An application under Rule 19 of the Nursing and Midwifery Fitness to Practise Rules Order of Council 2004 to hear all matters in private was accepted.**

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) Miss Neale must keep the NMC informed about anywhere she is working by:
  - a. Telling her case officer within seven days of accepting or leaving any employment.
  - b. Giving her case officer her employer's contact details.
- 2) Miss Neale may not work for an agency.
- 3) Miss Neale may not work independently as a private practitioner.
- 4) Miss Neale may only work for a single employer (in a full-time or part-time appointment) that confirms it has the capacity and willingness to provide the mentorship as detailed below.
- 5) Miss Neale must immediately give a copy of these conditions to:
  - a. Any organisation or person she works for.
  - b. Any employers she applies to for work (at the time of application).
- 6) Miss Neale must allow her case officer to share, as necessary, details about her performance, her compliance with and / or progress under these conditions with:
  - a. Any current or future employer.
  - b. Any other person(s) involved in her mentoring required by these conditions.
- 7) Miss Neale's mentorship must consist of:

- a. Support from a trained, experienced mentor that is at least a Band above her own qualification.
- b. Monthly mentorship meetings for which written records are maintained.
- c. Mentorship meetings that examine the professional responsibilities of Registered Nurses.
- d. Mentorship meetings that examine the personal responsibilities of Registered Nurses.
- e. Mentorship meetings that examine the importance of honesty in nursing for her, her patients, her colleagues and the public.
- f. Reflective pieces written by Miss Neale that demonstrate her insight and learning, every second month.

8) Miss Neale must work with her mentor to create a personal development plan (PDP). Her PDP must address the concerns about her dishonesty. She must:

- a. Send her case officer a copy of her PDP no less than 4 weeks after commencing employment.
- b. Send her case officer the records of her mentoring sessions and reflective pieces every second month after commencing employment.
- c. This report must show her progress towards achieving the aims set out in her PDP.

This will be confirmed to Miss Neale in writing.

That concludes this determination.