

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 08 June 2026**

Virtual Hearing

Name of Registrant:	Wendy Michelle Oakes
NMC PIN:	89Y2177E
Part(s) of the register:	Registered Nurse- Sub Part 1 Adult Nurse (Level 1)- 21 December 1992
Relevant Location:	Lancashire
Panel members:	Renee Aleong (Chair, lay member) Anne Marie Borneuf (Registrant member) Reni Aina (Lay member)
Legal Assessor:	Natalie Amey-Smith
Hearings Coordinator:	Shazmeen Uddin
Nursing and Midwifery Council:	Represented by Honor Fitzgerald, Case Presenter
Ms Oakes:	Not present and unrepresented at this hearing
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 work to one substantive employer. This can be agency or bank work, with placements of no less than 3 months.
2. You must not be the nurse in charge and must not be the sole nurse on any shift.
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. You must tell your case officer, within seven days of being signed off by your supervisor, who must be a registered nurse, as competent in medication management and administration.
7. You must ensure that you are indirectly supervised by another registered nurse any time you are working. Your supervision must consist of:
 - a. Working at all times on the same shift as, but not directly observed by, another registered nurse.

- b. Fortnightly meetings with your supervisor, to discuss medication management, record keeping and your health and wellbeing.
 - c. Scope of professional practice.

- 8. You must obtain a report from your supervisor, who must be a registered nurse. The report must include an update of your compliance with conditions 7b and 7c. You must send your case officer a copy of the report seven days before the next review.

- 9. 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.

- 10. 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.

- 11. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

12. 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.

13. 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 Ms Oakes' 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, Ms Oakes' 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 Ms Oakes. The NMC will write to Ms Oakes when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Oakes in writing.

That concludes this determination.