

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday, 8 May 2026**

Virtual Hearing

Name of Registrant: Arnel Estibal

NMC PIN: 02G11050

Part(s) of the register: Registered Nurse – Adult RN1 – July 2002
Nurse Independent / Supplementary
Prescriber V300 – August 2013
Community Practitioner Nurse Prescriber
V100 – August 2017
Specialist Practitioner District Nurse SPDN –
August 2017

Relevant Location: Cheshire

Panel members: Palbinder Thandi (Chair, Lay member)
Rajesh Jayadevan (Registrant member)
Noreen Quraishi (Lay member)

Legal Assessor: Abigail Stamp

Hearings Coordinator: Elizabeth Fagbo

Nursing and Midwifery Council: Represented by Benjamin D’Alton, Case
Presenter

Mr Estibal: Present and represented by Lauren Bohill,
instructed by the Royal College of Nursing
(RCN)

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.

'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 to one substantive employer. If your substantive employer is an agency, any assignment must last a minimum of three months.
2. You must not be the nurse in charge on any shift.
3. You must not prescribe any medication.
4. You must ensure that you are directly supervised by a Band 6 registered nurse any time you are working. This should continue until you have been formally assessed as competent in each of the following areas:
 - a) Observations and assessments
 - b) Communication and escalation
 - c) Record keeping and/or documentation
5. You must have monthly meetings with your line manager, mentor or supervisor to discuss your performance in relation to:
 - a) Observations and assessments
 - b) Communication and escalation

- c) Record keeping and/or documentation
6. You must obtain a report from your line manager, mentor or supervisor which focuses on your performance in relation to:
- a) Observations and assessments
 - b) Communication and escalation
 - c) Record keeping and/or documentation

This report must be sent to your NMC case officer prior to any review.

7. 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.
8. 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.
9. 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.
10. 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.
11. 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

The panel decided to make this interim order for a period of 18 months as the second case is in its early stages of investigation.

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 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 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.