

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

**Interim Order Review Hearing  
Thursday, 28 May 2026**

Virtual Hearing

<b>Name of Registrant:</b>	Michelle Anne Moncur
<b>NMC PIN:</b>	12E0381E
<b>Part(s) of the register:</b>	Nurses part of the register Sub part 1 RNA: Adult nurse, level 1 - 01 December 2012
<b>Relevant Location:</b>	Norfolk
<b>Panel members:</b>	Amy Barron (Chair, lay member) Margaret Wilkinson (Registrant member) Marilyn Norman (Lay member)
<b>Legal Assessor:</b>	Ben Stephenson
<b>Hearings Coordinator:</b>	Fabbiha Ahmed
<b>Nursing and Midwifery Council:</b>	Represented by Naa-Adjeley Barnor, Case Presenter
<b>Ms Moncur:</b>	Present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## Decision and reasons on interim order

The panel decided to vary 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 work for one single employer; this may be an agency. If it is an agency, any placement must be at one location for no less than three months.
2. You must be directly supervised by a registered healthcare professional until they have assessed and signed you off as competent either through formal training or workplace observation in:
  - Accurate record keeping;
  - Medicines management and documentation;
  - Incident management; and
  - Duty of candour.

This supervisor must be a registered healthcare professional, such as Registered Nurse, Medical Doctor, Advanced Health Practitioner or Allied Health Professional.

You must send signed and dated evidence of this formal assessment to the NMC, within 14 days of completion.

3. Following completion of and compliance with condition 2, you must be indirectly supervised by a registered healthcare professional. This supervision must consist of working on the same shift but not necessarily being directly observed. This may include telephone support.

4. You must meet with your mentor or supervisor, who must be a registered healthcare professional, monthly to discuss:
  - Managing any incidents or potential incidents you have reported; and
  - Duty of candour.
  
5. A report must be sent to the NMC from your mentor or supervisor before any review hearing. This report must summarise your discussions in relation to:
  - Managing any incidents or potential incidents you have reported; and
  - Duty of candour.
  
6. You must keep a reflective log, to be signed monthly by your supervisor and sent to the NMC prior to any future review. This should address:
  - The importance of honesty and integrity in nursing;
  - How your actions may impact patients, colleagues, and public confidence in the profession; and
  - What you have learned about maintaining professional honesty and trust.
  
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 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.

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 vary this interim conditions of practice order and it will run for the remainder of the current interim order.

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 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. Your case officer will write to you about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.