Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Monday, 2 November 2026

Virtual Hearing

Name of Registrant:	Michelle Anne Moncur
NMC PIN:	12E0381E
Part(s) of the register:	RNA, Registered Nurse – Adult (Sub part 1) 1 December 2012
Relevant Location:	Norfolk
Panel members:	Natalie Banks (Chair, lay member) Anne Considine (Registrant member) Callum Lamont (Lay member)
Legal Assessor:	Ben Stephenson
Hearings Coordinator:	Mahee Vohra
Nursing and Midwifery Council:	Represented by Christopher Veal, Case Presenter
Ms Moncur:	Present and represented by Rebecca March, instructed by Sequentus Legal Services Limited (Sequentus)
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 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 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 for at least a period of one month, after which you must be reassessed and signed off as competent before moving on to indirect supervision. The assessment can be either through formal training or workplace observation and must cover:
    - 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

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 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.

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.