# Nursing and Midwifery Council
# Investigating Committee

## Interim Order Review Hearing
## Tuesday, 10 November 2026

Virtual Hearing

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| **Name of Registrant:** | Wendy Michelle Oakes |
| **NMC PIN:** | 89Y2177E |
| **Part(s) of the register:** | Registered Nurse- Sub Part 1<br>Adult Nurse (Level 1)- 21 December 1992 |
| **Relevant Location:** | Lancashire |
| **Panel members:** | Jill Robinson (Chair, registrant member)<br>Suzie Adam (Registrant member)<br>Alison Fisher (Lay member) |
| **Legal Assessor:** | Michael Bell |
| **Hearings Coordinator:** | Hanifah Choudhury |
| **Nursing and Midwifery Council:** | Represented by Ryan Evans, Case Presenter |
| **Mrs Oakes:** | Present and represented by Lauren Bohill, instructed by Royal College of Nursing (RCN) |
| **Interim order to be reviewed:** | Interim conditions of practice order<br>(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 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 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, your scope of professional practice and [PRIVATE].

7. You must be directly supervised any time you are involved in managing and administering medication until you are signed off by your supervisor as competent. You must send to your NMC case officer evidence of your successful assessment within seven days of completion.

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 condition 7b. 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 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.

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.