Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Wednesday, 25 November 2026

Virtual Hearing

Name of Registrant:	Neal Shields
NMC PIN:	16I0246N
Part(s) of the register:	Registered Nurse – Sub Part 1 Learning Disabilities Nursing (Level 1) 15 September 2016
Relevant Location:	Belfast
Panel members:	Nariane Chantler (Chair, Registrant member) Debbie Holroyd (Registrant member) Mandy Kilpatrick (Lay member)
Legal Assessor:	Michael Hosford-Tanner
Hearings Coordinator:	Peter Lumsden
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Mr Shields:	Present and represented by John Mackell, instructed by the Royal College of Nursing (RCN)
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. [PRIVATE]

2. You must only work for a single substantive employer, and this must not be agency or bank work.

3. You must meet monthly with your line manager, mentor or supervisor to discuss your performance in the workplace.

4. You must send your NMC Case Officer in advance of any NMC review of your case, a report from your line manager, mentor or supervisor regarding your performance in your current role.

5. You must tell your NMC Case Officer, within seven days of your becoming aware of:
   a) Any concerns regarding your performance at work.
   b) Any investigation started against you.
   c) Any disciplinary proceedings taken against you.
   d) If for any reason your employment is terminated.

6. You must allow your NMC Case Officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:

a) Your employer.
b) Any other person(s) involved in your supervision required by these conditions.

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.

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.