

**Nursing and Midwifery Council
Investigating Committee**

**Registration Appeal Hearing
Thursday, 1 October 2026 – Friday, 2 October 2026**

Virtual Hearing

Name of Appellant:	Alma Slimiene
NMC PIN:	19H0021C
Type of case:	Registrations appeal
Panel members:	Judith Ebbrell (Chair, registrant member) Louisa Hilton (Registrant member) Julian Graville (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Daisy Sims
Nursing and Midwifery Council:	Represented by Pamela Muniya, Case Presenter
Ms Slimiene:	Present with support from partner Steven Quantrill
Decision:	Appeal dismissed

Decision and reasons

The panel decided to dismiss your appeal against the decision of the Assistant Registrar of the Nursing and Midwifery Council (NMC).

This appeal is made under Article 37 of the Nursing and Midwifery Order 2001 (the Order). You recently applied for readmission onto the NMC Register and have appealed the decision of the Assistant Registrar, dated 20 March 2026, which states that since you left the register on 13 October 2020, you need to provide the NMC with English language evidence as the evidence you provided in the form of your BSc (Hons) in Health and Social Care is not acceptable.

In reaching its decision, the panel considered all of the evidence in this case, as well as your submissions, and those of Ms Muniya, on behalf of the NMC.

Background

In January 2016, following a change of EU legislation, the NMC brought in language requirements for EU applicants. Prior to this, EU applicants were not required to provide language evidence in order to access the register.

You started your application for entry to the register in 2015 prior to the language requirements coming into effect in January 2016. Applicants who started their application prior to the language requirements coming in were given a six-month window to complete their application and gain registration. Otherwise, they would need to start a new application and comply with the new requirements. Your application remained under the old EU process, despite going beyond the sixth month deadline. You were granted registration to the NMC register with effect from 15 August 2019.

There is no evidence that you provided any language evidence as part of your application for registration. The accepted evidence at the time was the academic version of the International English Language Testing System (IELTS) with a score of at least 7 in each section of the test (6.5 in writing is now accepted), or to complete the Occupational

English Test (OET) with a grade of at least level B in each section (C+ is now accepted in the writing section). Both of these tests were regarded as valid for two years. Had you provided this evidence as part of your application, that test result would not be valid now and would not be verified with IELTS.

Your registration lapsed on the 13 October 2020 following non-payment of the annual registration fee. You then subsequently applied for readmission on the 14 January 2026, more than two years after your registration had lapsed.

As part of the NMC readmission process, all nurses and midwives must provide evidence that meets the NMC's registration language requirements to ensure they have the necessary knowledge of English to be capable of safe and effective practice.

You provided the following English language evidence in support of your readmission application on 14 January 2026:

- Higher Education Achievement Report for BSC (Hons) Health and Social Care from The University of the West of England, Bristol, dated 21 June 2019
- A Certificate of Current Professional Status (CCPS) was sent to the NMC directly from your overseas regulator.

The Assistant Registrar considered your English language evidence and decided that it did not demonstrate that you met the language requirements for readmission. The Assistant Registrar required you to complete an IELTS examination or an OET examination.

You appealed this decision and provided the following documents in support of your appeal on 25 March 2026:

- Higher Education Achievement Report for BSC (Hons) Health and Social Care from The University of the West of England, Bristol, dated 15 March 2019
- Results and Notification of Credit and Assessment Marks, University of the West of England, Bristol

- Module Specification European Union Nurse Adaptation, University of the West of England, Bristol

Submissions

Ms Muniya submitted that the NMC's position is a narrow one. She submitted that this appeal is not about whether you are a competent nurse or whether you were correctly admitted to the register in 2019. She submitted that the issue for the panel is whether the evidence you submitted as part of your re-registration satisfies the English language requirements applicable to a readmission application made after an absence from the register exceeding two years. Ms Muniya submitted that the documentation you provided does not meet this requirement.

Ms Muniya submitted that the Higher Education Achievement Report for BSC (Hons) Health and Social Care from The University of the West of England is not an NMC approved pre-registration nursing qualification for the purposes of the current English language requirements.

Ms Muniya also submitted that the Module Specification European Union Nurse Adaptation from University of the West of England, which you previously entered the register under the regulatory framework at the time, is not one of the evidential routes that's recognised under the current readmission requirements for demonstrating English language competence.

Ms Muniya referred the panel to the letter from the Assistant Registrar to you stating that your application was rejected. The Assistant Registrar directed you to provide evidence through one of the approved routes which included completing an IELTS, OET or other acceptable evidence under the NMC Guidance. Ms Muniya submitted that you have not provided any evidence of this.

Ms Muniya submitted that the Assistant Registrar's decision was correct and consistent with the rules and guidance governing readmission applications.

You provided evidence under affirmation.

You referred the panel to the witness statement of an NMC employee who is an International Registrations Team Manager, specifically the following section:

'Mrs Slimiene started her application in 2015, prior to the language requirements coming into effect in January 2016. Applicants who started their application prior to language requirements coming in, were given a 6-month window to complete their application and gain registration, otherwise they would need to start a new application and comply with the new requirements'

You explained that you started your application for registration in 2015 and applied in 2018 to become a registered nurse in the UK. You said that you believe you passed the language requirements at the time because you gained entry onto the register. You explained that you passed language tests to become a student at the university of the West of England including completing examinations in writing, listening and essays in English.

You explained to the panel that you moved back to Lithuania to look after a family member. You explained that you did not know that you needed to pay your yearly fee to keep your NMC pin. You questioned what would happen if you were to have paid the yearly fees and stated that you would still be on the register and English language would have never been an issue. You stated that this is not fair.

You told the panel that you previously lived in the UK for 16 years and have worked at many UK companies. You explained that you have worked in unregistered roles in the ambulance service and in care homes. You explained that you have been with your partner, who only speaks English, for 15 years and so you are very good at communicating in English.

You took the panel through the work you are currently doing as a registered nurse in Lithuania. You explained that there are many only English speakers in Lithuania and you regularly translate in medical settings for these people. You stated that you are currently working in practice nursing.

You explained that completing an IELTS exam would be expensive and onerous in Lithuania. You stated that this examination is not relevant to medical roles.

In answer to questions you told the panel that you finished your initial application to the register in 2018.

You took the panel through your work experience in the UK which included a placement at Bath Hospital in which you administered medication, changed dressings and took stitches out. You also worked a phlebotomy job in a GP surgery. You explained that you also worked for St George's Hospital where you drove an ambulance to collect sick patients and take them for appointments. You also worked with the charity Marie Curie. You confirmed to the panel that you had no complaints during any of these roles about your English language abilities.

The panel accepted the advice of the legal assessor.

Panel's decision

The panel had regard to the NMC Guidance on *Registration language requirements*, dated June 2023 ('the Guidance'). It had particular regard to the nature of evidence required to demonstrate language competence and the three types of evidence which the NMC will accept as evidence of language competence without the need for further evidence. The Guidance states:

[...]

4. *You must demonstrate competence in:*

4.1. *reading;*

4.2. *writing;*

4.3. *listening, and*

4.4. *speaking.*

5. We will consider the evidence we receive against the following criteria:

5.1. whether it is recent, objective and independent

5.2. whether it clearly demonstrates that you can read, write, communicate and interact with patients, service users, relatives and healthcare professionals effectively in English as a nurse, midwife or in a role comparable to that of a nursing associate and

5.3. whether we can readily verify it.

[...]

Readmission

25. If you are seeking to return to the register through our readmission process we need to be satisfied that you still have the necessary knowledge of English since you were last on our register. We will accept one of the following types of evidence:

Evidence type 1: English language test

26. You must have recently achieved the required score in the academic IELTS or OET. You must achieve the required scores in reading, writing, listening and speaking, and you must have achieved the required score within the last two years at the point we consider your complete application (see evidence type 1 for further details, including on additional supporting information from employers).

Evidence type 2: A relevant qualification in English

27. You must have completed:

27.1. An NMC-approved return to practice programme that was taught at an NMC approved educational institution and that formed part of your readmission application to the NMC, or

27.2. A pre-registration nurse, midwife or nursing associate programme that was taught and examined in English (see evidence type 2 for further details, including on supporting information from employers).

Evidence type 3: Recent practice in a country where English is a majority spoken language

28. You must have:

28.1. Been registered with us within the last two years, or

28.2. Practised for either 450 hours in the previous three years, or 750 hours in the previous five years, in a country where English is a majority spoken language.'

The panel determined that in relation to paragraphs 4 and 5 above, you have not provided sufficient evidence that is recent, objective, independent and verifiable to the panel.

In reaching this decision, the panel first considered evidence type 1 above: English language tests. It noted that you indicated that you completed a European Union Nurse Adaptation module at the University of the West of England and you stated that there was an English language test for you to be approved to be admitted to this module. You told the panel that this was not an IELTS or an OET. The panel did not have sight of this test that you completed to gain entry onto this course. The panel further noted that this would have been completed more than two years ago.

The panel then considered evidence type 2 above: A relevant qualification in English. It noted the module you stated you completed and that you completed your nursing qualification in Lithuania. Neither of these courses meet the requirements under Type 2 evidence. The panel further noted that you accepted that you have not provided evidence type 2 to this panel or for your readmission to the Register.

The panel then considered evidence type 3 above: Recent practice in a country where English is a majority spoken language. It noted that you have worked in a variety of healthcare roles in the UK in the past but you have not shown any recent experience in

the UK since you were registered as a nurse in the UK. It also noted that you told the panel that you have been working in Lithuania since 2021 as a registered nurse which is not a majority English speaking country. It noted that you have been regularly using English in this role through translating in this role. However, it noted your evidence that most of your communication with healthcare colleagues was in Lithuanian and not in English. It therefore noted you have not shown experience of you communicating in English with the complex language required of a registered nurse through your roles in Lithuania. The panel therefore determined that this evidence does not amount to evidence type 3.

The panel noted your submission that you undertook a clinical placement at Bath Hospital from 2018-2019. However, you did not provide the panel with any objective evidence of your language skills in this role. The panel noted that this experience was over five years ago and so it could not amount to the evidence required in the guidance above.

The panel considered that you have addressed it in English today and you conversed fluently, engaged throughout the proceedings fluently, were confident and understandable using the English language. However, the panel was mindful that conversing in a hearing setting is not sufficient to determine that you have the English language levels required to be capable of safe and effective practice as a registered nurse in the UK. Although you evidently have a good command of spoken English, this is insufficient, of itself, to demonstrate that you meet the NMC's English language requirements. You have not provided any of the three types of evidence set out in the Guidance, or any other evidence which is objective, verifiable, recent, independent, and which clearly demonstrates that you can read, write, communicate and interact with patients, service users, relatives and healthcare professionals effectively in English as a nurse.

The panel therefore decided to dismiss your appeal, to uphold the decision of the Assistant Registrar, thereby refusing your application to the NMC register.

This will be confirmed to you in writing.

That concludes this determination.