

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 24 September 2026**

Virtual Hearing

Name of Registrant:	Michael Limbaga Cope
NMC PIN:	20106310
Part(s) of the register:	Registered Nurse – Adult (30 September 2020)
Relevant Location:	West Midlands
Panel members:	Michael Lupson (Chair, Lay member) Debbie Holroyd (Registrant member) Michaela Higgins (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Rebecka Selva
Nursing and Midwifery Council:	Represented by John Burke, Case Presenter
Mr Cope:	Present and not represented at this hearing
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 limit your nursing practice to your current employer, namely, Walsall Healthcare NHS Trust.
2. You must not have any contact with patients under the age of 18.
3. You must work in a non-patient-facing administrative role away from the clinical environment.
4. You must immediately inform your NMC case officer of any material changes in respect of the criminal investigation against you or changes to your police bail conditions.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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 Mr Cope's 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, Mr Cope 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 Mr Cope. The NMC will write to Mr Cope when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Cope in writing.

That concludes this determination.