

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 22 September 2026**

Virtual Hearing

Name of Registrant:	Emel Stubbs
NMC PIN:	97G0001O
Part(s) of the register:	Registered Nurse – Adult RN1 – July 1997
Relevant Location:	Norfolk
Panel members:	Palbinder Thandi (Chair, Lay member) Michelle Mello (Registrant member) Siobhan Ebden (Registrant member)
Legal Assessor:	Melissa Harrison
Hearings Coordinator:	Bethany Seed
Nursing and Midwifery Council:	Represented by Ben Edwards, Case Presenter
Mrs Stubbs:	Present and represented by Fiyin Adeoye, instructed by UNISON
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

The panel has determined that the following conditions are necessary and proportionate:

‘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 employment to one substantive employer. This must not be an agency or bank work.
2. You must not be the sole nurse in charge or nurse on duty of any shift.
3. You must ensure that you are supervised by another registered nurse any time you are accessing, managing or administering medication. This supervision must consist of being directly observed by a registered nurse when accessing, managing or administering medication.
4. You must meet with your line manager or supervisor monthly to discuss:
 - a) Compliance with the interim conditions of practice order; and
 - b) [PRIVATE]
5. You must provide a report from your line manager or supervisor to your NMC case officer prior to any review regarding your discussions on:
 - a) Compliance with the interim conditions of practice order; and

b) [PRIVATE]

6. 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.
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 NMC 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 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.