

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Thursday, 27 March 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Charlotte Wells</b>
<b>NMC PIN</b>	21A0760E
<b>Part(s) of the register:</b>	Nursing Associates Registered – 21 January 2021
<b>Panel members:</b>	Gary Tanner (Chair, lay member) Winfilda Ngoshi (Registrant member) Rohan Sivanandan (Lay member)
<b>Legal Assessor:</b>	Andrew Reid
<b>Hearings Coordinator:</b>	Rebecca Wagner
<b>Nursing and Midwifery Council:</b>	Represented by Alex Radley, Case Presenter
<b>Miss Wells:</b>	Not present and not represented in person at this hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## **Decision and reasons on interim order**

The panel decided to confirm the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the implementation of the following conditions:

‘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 restrict your employment to [PRIVATE]. You must not undertake any agency or bank work.
- 3) You must keep your work under review. [PRIVATE]:
  - a. [PRIVATE].
  - b. [PRIVATE].
- 4) [PRIVATE].
- 5) You must immediately give a copy of these conditions to:
  - a. [PRIVATE].
  - b. [PRIVATE].
  - c. Your current employer.
  - d. Any educational establishment you apply to or you are currently enrolled with.
- 6) You must allow:
  - a. [PRIVATE]
  - b. [PRIVATE].

- 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
- 8) 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.
- 9) 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.
- 10) 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 employer.
  - b. Any educational establishment.
  - c. Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Wells'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, Miss Wells or the 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it,

or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Miss Wells's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Wells. The NMC will write to Miss Wells when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Wells in writing.

That concludes this determination.