NMC REGISTRATION ISSUE

FINAL COMMUNICATIONS MATERIALS FOR PUBLICATION 27 MAY 2026

1. Summary timeline 2
2. Press Release 3
3. Website Q&A 6
4. Employer Letter 12
5. Registrant Letter 16
6. Trade Union Letter 21

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Summary timeline of communications for 27 May

Date	Time	Action	Channel(s)	Materials
The Guardian pre-briefed under embargo				
27 May	08:00	NMC publishes press release with Q&A for registrants, employers and the public	Website	Registrant, employer and public Q&As and press release
	09:00-10:00	Letters sent via email to 421 affected registrants – what has happened, what it means for them and what they need to do	Letters sent as email attachments	Registrant letter
	09:00	NMC follow-up employer comms	Letter sent as email attachment from ELS to employers	Letter including link to Q&A plus NMC ELS (Employer Link Service) contacts
	10:00	NMC wider stakeholder comms – email to stakeholders not already briefed	Email	Q&A, media release for information
	10:00	NMC posts on social media directing users to the website for the full news story which will also carry the Q&A		LinkedIn; Facebook

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Press release – FOR PUBLICATION ON 27 MAY

NMC takes decisive action after uncovering historical failing

The new leadership at the Nursing and Midwifery Council (NMC) is taking comprehensive action to protect the public after it was discovered that for 12 years, the full process to assess health and character concerns, declared by nursing and midwifery professionals, was not consistently followed.

As a result, it is estimated that the regulator could make recommendations to an independent panel that up to 15 nursing or midwifery professionals should be removed from the nursing and midwifery register of 867,935 (0.002%).

The organisation, which has been criticised in a number of reports, including the Independent Culture Review in July 2024 – which highlighted issues with bullying, harassment, racism and failures of systems – is under new leadership and is working to a three-year transformation plan.

Under a new Chief Executive and Registrar, Paul Rees MBE – who was appointed to the substantive role in July 2025, having previously held the role on an interim basis – a virtually new senior leadership team has been appointed.

A new Chair, Ron Barclay-Smith, took up his role last April.

Under the new leadership:

- A new set of values – Integrity, Fairness, Respect, Equity and Effectiveness – as well as a new set of behaviours, was rolled out in September
- A speak up culture is being promoted, and
- Staff are being encouraged to highlight areas for improvement.

Under the new leadership, the organisation is gradually improving.

The NMC's Fitness to Practise process has recently hit its best timeliness rate in more than five years, with almost 74% of cases being resolved end-to-end within 15 months – the highest since December 2020 and significantly up from 60.8% in July 2023.

Last September, the NMC launched a set of new values – Integrity, Fairness, Respect, Equity and Effectiveness – and has been encouraging staff to raise concerns.

As a result of the new value of Integrity and the emphasis on the speak up culture, a member of staff came forward to raise concerns about the historical failure of the regulator to follow the full process for investigating health and character concerns declared as part of the registration and revalidation process for nursing and midwifery professionals for a 12-year period.

For a nursing or midwifery professional to join or remain on the nursing and midwifery register, they must declare any health or character issues that may prevent them being able to practise safely and effectively as a nurse, midwife or nursing associate. These issues

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could include, for example, a criminal record for a serious offence, or an unmanaged health condition.

Declarations are first considered by a specialist team and all cases of concern should be referred to an internally-appointed Assistant Registrar for a decision.

Not all health conditions or character concerns are necessarily incompatible with being on the NMC register and practising safely as a nurse, midwife or nursing associate.

The NMC assesses declarations on a case-by-case basis, in line with its Guidance on Health and Character – in each case it looks closely at the underlying circumstances of the health concern or offending – to determine whether there is a risk to the public that it needs to act on.

The regulator considers factors such as the applicant's age when the offence took place, how long ago it took place, whether it was an isolated incident, and whether the incident was linked to nursing or midwifery practice.

It has been found that for a period of up to 12 years, applications which included health and character declarations were reviewed by the specialist team, but not consistently referred to an Assistant Registrar, in line with the NMC's stated process.

As soon as the nature of the issue was shared with the senior leadership team, in February, a rapid and thorough review of the cases was commissioned.

To do this, the new NMC leadership brought in a team of paralegals, who worked alongside the staff team to review all 18,060 applications from the 12-year period – to determine whether the correct process was followed in each case.

The rapid review determined that no further action is required in 17,639 cases (98%).

During the rapid review the NMC has undertaken risk assessments to establish whether it should seek to restrict a professional's practice through an Interim Order. At this stage, it has not been deemed necessary to seek any Interim Orders, however as always, risk assessments are kept under close review.

This morning (27 May) the NMC is contacting 421 nursing and midwifery professionals who will be asked to provide further information for a more a detailed assessment by an Assistant Registrar.

The regulator is explaining to each individual what has happened and what it means for them – with tailored communication and support to help each person to engage in the process fully and swiftly.

All 421 cases have been reviewed from a safeguarding and wellbeing perspective to ensure that any potential risks, vulnerabilities, or support needs have been appropriately identified and considered. Where required, tailored safeguarding and wellbeing plans will be implemented to provide appropriate support and risk management for registrants throughout the process.

It is anticipated that the vast majority of the 421 cases will require no further action, however ongoing risk assessments will take place on all cases.

An Assistant Registrar may decide to make an onward referral of some of the 421 cases to an independent panel, with a recommendation to consider the removal of a registrant from the register.

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It is estimated that Assistant Registrars could make recommendations that up to 15 nursing or midwifery professionals should be removed from the nursing and midwifery register of 867,935 (0.002%). The final decision will rest with the independent panel.

The regulator's focus is on making fair and proportionate decisions to protect the public and maintain public confidence in the nursing and midwifery professions, while minimising the distress for the registrants impacted.

In the meantime, employers do not need to take any action unless contacted directly by the NMC. The regulator is encouraging employers to provide any affected employees with wellbeing support where needed.

It is believed that some of those who may need to be removed from the register may not be working as nursing or midwifery professionals, as employers carry out their own pre-employment checks, which may include DBS checks, reference checks, identity verification, and assessment of suitability for the role.

The NMC is undertaking a comprehensive investigation to establish the facts around this historical failure.

In March, last year, the NMC published a comprehensive three-year Culture Transformation Plan, which sets out plans to transform culture and performance at the regulator.

The regulator is getting tougher on poor behaviours among staff. Over the last 20 months, it has exited 18 people for bullying others or for being racist.

In January, the NMC set up a new directorate – Transformation and Technology Services – to transform the organisation's regulatory functions.

In order to make sure that all the NMC's regulatory functions are operating as expected, the organisation will now be carrying out 'health checks', to ensure all areas are following the correct processes and policies as well as quality assuring their work.

It will follow this by setting up a function within the Transformation and Technology Services directorate to manage a central Quality Management System, which will work in partnership with all NMC regulatory functions to ensure they consistently work in line with policy and procedure.

Paul Rees MBE, Chief Executive and Registrar, said:

"I would like to apologise for the fact that for a period of 12 years, we failed to ensure that all health and character declarations were assessed in line with our full process.

"This is completely and utterly unacceptable.

"The NMC has faced a challenging period for a number of years, culminating in the publication of the Independent Culture Review, in July 2024, which highlighted the organisation was affected with a range of problems, including bullying, harassment, racism and failures of systems.

"The NMC is under new leadership and we're determined to turn around this organisation once and for all, through a three-year transformation programme.

"We're turning over all the stones and dealing with the issues as they emerge.

"It's because of the measures we put in place that this historical problem was discovered.

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"Having promoted a speak up culture and a new set of values, including the value of Integrity, a member of staff alerted us about this failure to follow the full process for assessing health and character concerns.

"We know that the NMC has not met the high standards expected of it in past years, so we're now building a new NMC, which is striving to become the strong and independent regulator needed to protect the public, maintain confidence in the nursing and midwifery professions and uphold the standards of the professions."

Website Q&A – registrants, employers and the public – FOR PUBLICATION ON 27 MAY

[box]

If you have further questions not covered in this Q&A, please use the relevant contact details below.

Email general.enquiry@nmc-uk.org

Telephone: 020 7637 7181

1. **How do I know if I am one of the 421 nursing and midwifery professionals affected by this?**

This morning (27 May) we're contacting the 421 registrants affected.

We're setting out what's happened, what it means for each individual and what they need to do next.

If we haven't communicated with you today you are not part of the process.

Remember that this only affects registrants who have made health or character declarations in their registration or revalidation applications over the past 12 years – and it has already been determined that no further action is needed for the vast majority of those.

2. **What will happen if I'm one of those who does receive a letter from the NMC?**

First, if you receive a letter, please remember that this doesn't necessarily mean that you face being removed from the register.

We believe the vast majority of people we contact will not be removed.

At this stage, we just need some more information from you - so that one of our internally-appointed Assistant Registrars can decide whether the NMC was right to accept your registration or revalidation application.

In the vast majority of cases, the Assistant Registrar is likely to decide that no further action is needed and the person concerned can stay on the register.

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An Assistant Registrar may decide to make an onward referral of some of the 421 cases to an independent panel, with a recommendation to consider the removal of a registrant from the register.

It is estimated that Assistant Registrars could make recommendations that up to 15 nursing or midwifery professionals should be removed from the nursing and midwifery register of 867,935 (0.002%). The final decision will rest with the independent panel.

Please read any letter from us carefully – as it will set out exactly what you need to do.

We're committed to the safety and wellbeing of each registrant we contact, and we'll support each person to engage with the process.

3. **If I received a letter from the NMC, do I need to tell my employer?**

If you receive a letter from us, we ask that you tell your employer and if our letter asks you to share details of your employer with us, then please do that as soon as you can. You can access support from your employer if you're worried – remember that your employer has a duty of care towards you.

We are very clear that employers should not be taking any action against individuals because of this, even if they know one of their employees is among the 421 registrants we write to.

Remember, however, that under the Code, you must tell your employer, and us, as soon as you can about any new caution or charge against you.

You must also tell your employer if you have had your practice restricted, or had any other conditions imposed on you by us, or any other relevant body.

4. **If I receive a letter, when will I know whether any further action is needed in my case?**

The Assistant Registrar will need to review 421 cases, to decide whether the NMC was right to accept each registration and revalidation application.

It could take 4-6 months for all the cases to be reviewed, however we hope that in some cases we can resolve them more quickly.

We know this will feel like a long wait for an outcome, however it's important that the Assistant Registrar looks at each case carefully.

In the vast majority of cases, the Assistant Registrar is likely to decide that no further action is needed.

We'll keep each registrant updated as this work progresses.

Employers

1. **How have you decided which nursing and midwifery professionals you need to look into further?**

Our guiding principle is public protection. From this perspective, we reviewed each registration or revalidation application which included health and character declarations from a 12-year period.

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In each case we looked at whether it followed the correct process – and if not, we then carefully considered the underlying circumstances of the health and character declarations.

For example, where a caution or conviction was declared, we looked at what the offence was, whether it was 'protected'* in law, the person's age at the time, how long ago it happened, whether it was an isolated incident, and any explanation offered for what happened and why.

**Some criminal convictions become 'protected' after 11 years – or after 5 ½ years if the person was under 18 at the time of the offence.*

1. **How will I know if any of my employees are in the affected group of 421?**

This morning (27 May) we're contacting all affected registrants, setting out the action they need to take.

In those cases where we need further information from an employer, we'll ask the registrant to tell us who their employer is.

We'll make direct contact with employers where possible.

All the information we receive from registrants and, where relevant, employers, will enable the Assistant Registrar to decide whether the NMC was right to accept the individual's registration or revalidation application.

2. **As an employer, do I need to do anything at this stage?**

No – as an employer, if any of your employees are affected you should not take any action at this stage.

If we need information from you to support an Assistant Registrar to make a decision, we will contact you directly.

We'll explain what is needed and why, requesting information that is relevant and proportionate.

If you know that one of your employees is affected, we'd strongly encourage you to support them through your usual wellbeing and support arrangements.

Please continue to manage any Fitness to Practise concerns through existing local processes and escalate to the NMC through the usual referral routes.

3. **Can affected registrants continue to work?**

Yes – during the rapid review we have undertaken risk assessments to establish whether the NMC should seek to restrict a professional's practice through an Interim Order. At this stage, it has not been deemed necessary to seek any Interim Orders, however as always, our risk assessments are kept under close review.

We will continue to risk assess each case, and if we receive further information for any individual which leads us to seek to impose a restriction or suspension, then the registrant will need to inform their employer.

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We would also inform their employer, where known.

Also remember that the public-facing register is updated daily, to show the status of each professional on the register – whether they are effective to practise, or subject to restrictions or a suspension.

4. **Who can I speak to if I have a concern about an employee in relation to this issue?**

If any of your employees is in the group of 421 registrants we're contacting this morning (27 May), and if we need more information from you, as the registrant's employer, then we'll contact you directly.

In the meantime, you do not need to do anything – you shouldn't take action against employees because of our writing to them, and we'd strongly encourage you to provide your usual wellbeing support where needed.

If you're still feeling unsure or have any outstanding queries not already covered in this Q&A, please contact the Regulation Adviser for your region [link].

Members of the public

1. **How can I be confident that my nurse, midwife or nursing associate has been properly checked and is safe to care for me?**

There are 867,935 nursing and midwifery professionals in the UK and this issue only affects 421 individuals.

We are having to seek extra information on 421 nursing and midwifery professionals to make sure they are capable of delivering safe and effective care because we didn't consistently complete our full checks for health and character declarations for 12 years. This is completely unacceptable.

However, this issue does only affect 0.05% of nursing and midwifery professionals.

This means there is a very small chance that your nurse, midwife or nursing associate is involved in this situation.

During the rapid review we have undertaken risk assessments to establish whether the NMC should seek to restrict a professional's practice through an Interim Order. At this stage, it has not been deemed necessary to seek any Interim Orders, however as always, our risk assessments are kept under review.

On top of that, employers carry out their own pre-employment checks, which may include DBS checks, reference checks, identity verification, and assessment of suitability for the role.

An Assistant Registrar may decide to make an onward referral of some of the 421 cases to an independent panel, with a recommendation to consider the removal of a registrant from the register.

It is estimated that Assistant Registrars could make recommendations that up to 15 nursing or midwifery professionals should be removed from the nursing and midwifery register of 867,935 (0.002%). The final decision will rest with the independent panel.

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So, you should continue to feel very confident that your nurse, midwife or nursing associate will provide you with safe, excellent and effective patient care.

2. What action is the NMC taking?

We brought in a team of paralegals, who worked alongside our staff team, to carry out a rapid review of the 18,060 health and character declarations made in registration and revalidation applications over a 12-year period. We've determined that no further action is needed in 17,639 cases (98%).

This morning (27 May) we're contacting 421 nursing and midwifery professionals, to request further information, to enable an internally-appointed decision maker known as an Assistant Registrar to decide whether they are capable of safe and effective practice.

In the vast majority of cases, the Assistant Registrar is likely to decide that no further action is needed.

However, they may make an onward referral of some of those nursing and midwifery professionals to a panel, to consider removal from the register – meaning they would no longer be able to practise.

It is estimated that Assistant Registrars could make recommendations that up to 15 nursing or midwifery professionals should be removed from the nursing and midwifery register of 867,935 (0.002%). The final decision will rest with the independent panel.

We'll provide regular updates on our website, but if you are worried or have an urgent query in the meantime, please contact us [link].

3. Why have you not taken immediate action to stop the 421 nursing and midwifery professionals from practising?

Each month, around 50 Interim Orders are imposed to restrict the practice of nursing or midwifery professionals where we believe there is a serious risk to the public.

During the rapid review we have undertaken risk assessments to establish whether the NMC should seek to restrict a professional's practice through an Interim Order. At this stage, it has not been deemed necessary to seek any Interim Orders, however as always, our risk assessments are kept under review.

We will continue to risk assess each person concerned, and if we receive new information which means we need to act now, then we will consider applying for interim orders.

4. How could someone with a criminal record be a nurse, midwife or nursing associate?

Not all criminal offences would necessarily be incompatible with being on the nursing and midwifery professional register.

In each case, where a nursing or midwifery professional makes a health or character declaration, we look at the underlying circumstances.

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We'll look at what the offence was, the applicant's age at the time, how long ago it happened, whether it was an isolated incident, and any explanation offered for what happened and why.

5. What should I do if I'm worried about the nurse, midwife or nursing associate looking after me?

First, speak to their employer – the NHS Trust or independent provider where you're being cared for.

They will have policies and procedures to look into concerns that members of the public raise about their staff. Local providers are usually best placed to investigate and resolve a concern.

If you're not satisfied with the local investigation, or if your concern is very serious and evidenced, and definitely about a nurse, midwife or nursing associate on the NMC register, then you can call our referral helpline on 020 3307 6802.

Our expert call handlers will guide people on making the right referrals and including all the information we need to make a decision quickly and safely. Where we're not the right organisation for a particular concern, we'll steer you toward those better placed to help.

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Letter to employers of nurses, midwives and nursing associates – to be sent via ELS employer contacts – FOR PUBLICATION ON 27 MAY

Dear Colleague

I am writing to update health and care providers and employers about an historical problem recently identified with the NMC's process for considering health and character declarations by nurses, midwives and nursing associates through our registration and revalidation processes.

The process

For a nursing or midwifery professional to join or remain on the NMC register, they must declare any health or character issues that may affect their ability to practise safely and effectively.

Declarations are first considered by a specialist NMC team, and all cases of concern should be referred to an Assistant Registrar – an internal post-holder – for a decision.

Not all health conditions or character concerns are necessarily incompatible with being on the NMC register and practising safely as a nurse, midwife or nursing associate, such as driving offences.

We assess declarations on a case-by-case basis, in line with our Guidance on Health and Character. In each case, we look closely at the underlying circumstances of the health concern or offending – to determine whether there's a risk to the public that we need to act on.

We consider factors such as the applicant's age when the offence took place, how long ago it took place, whether it was an isolated incident, and whether the incident was linked to nursing or midwifery practice.

What we have uncovered

The NMC, which has been subject to a number of critical reports, including the Independent Culture Review in July 2024, is under new leadership – and has rolled out a three-year transformation plan.

I was made the substantive Chief Executive and Registrar in July, having previously held the role on an interim basis. A new Chair, Ron Barclay-Smith, took up his role last April.

Virtually the whole of the Executive team has changed over the last year, with a string of new appointments having been made.

As a new top team, we are determined to turn around the NMC once and for all and ensure that it becomes the strong and independent regulator that everyone wants to see.

Under our new leadership:

- A new set of values – Integrity, Fairness, Respect, Equity and Effectiveness – as well as a new set of behaviours, was rolled out in September
- A speak up culture is being promoted, and

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- Staff are being encouraged to highlight areas for improvement.

As a result of the new value of Integrity and the emphasis on the speak up culture, a member of staff came forward to raise concerns about the historical failure of the NMC to follow the full process – described above – for investigating health and character concerns.

Over a 12-year period, registration and revalidation applications which included health and character declarations were reviewed by our specialist team but not consistently referred to an Assistant Registrar in line with the established process.

The comprehensive action we've taken

As soon as the nature of the issue was shared with the Executive team, in February, a rapid review of the cases was commissioned.

To do this, we brought in a team of paralegals, who worked alongside our staff team to review all 18,060 registration and revalidation applications over the 12-year period, to determine whether the correct process was followed in each case.

The rapid review has determined that no further action is required in 17,639 cases (98%).

During the rapid review the NMC has undertaken risk assessments to establish whether it should seek to restrict a professional's practice through an Interim Order. At this stage, it has not been deemed necessary to seek any Interim Orders, however as always, risk assessments are kept under close review.

This morning we're contacting (27 May) 421 nursing and midwifery professionals who need to provide further information prior to a decision being made by an Assistant Registrar.

We're explaining to each individual what has happened and what it means for them – with tailored communication and support to help each person to engage in the process fully and swiftly. We have asked each individual to inform their employer when notified.

It is anticipated that the vast majority of the 421 cases will also require no further action, however ongoing risk assessments will take place on all cases.

An Assistant Registrar may decide to make an onward referral of some of the 421 cases to an independent panel, with a recommendation to consider the removal of a registrant from the register.

It is estimated that Assistant Registrars could make recommendations that up to 15 nursing or midwifery professionals should be removed from the nursing and midwifery register of 867,935 (0.002%). The final decision will rest with the independent panel.

Supporting those affected

All 421 cases have been reviewed from a safeguarding and wellbeing perspective to ensure that any potential risks, vulnerabilities, or support needs have been appropriately identified and considered. Where required, tailored safeguarding and wellbeing plans will be implemented to provide appropriate support and risk management for registrants throughout the process.

Our aim is to reach fair and proportionate decisions, while protecting the public and maintaining public confidence in the professions.

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In the meantime, as an employer, you do not need to do anything.

We would ask you not to take any action – even if you know that one of your employees is within the 421 cohort and receives a letter from us.

All our initial letter does is to ask the nursing or midwifery professional concerned for more information. Where we also need information from an employer, we will ask the registrant for their employment details and make direct contact.

An internally-appointed decision maker, an Assistant Registrar, will use all the information received in each case, to determine whether the individual is capable of safe and effective practice.

In the vast majority of cases, the Assistant Registrar is likely to conclude that no further action is needed.

It could take 4-6 months for the Assistant Registrar to review all of the cases, however we hope that in some cases we can resolve them more quickly.

We know this will feel like a long wait for an outcome, however it's important that the Assistant Registrar looks at each case carefully.

We'll keep each registrant – and their employers where relevant – updated as this work progresses.

We would also strongly encourage you to provide your usual wellbeing support to any affected employees, at what may be a worrying time for them.

Wider assurance and next steps

As part of our three-year transformation plan in January, we set up a new directorate – Transformation and Technology Services – to drive the transformation of our operational activities.

In order to make sure that all our regulatory functions are operating as they should, the organisation will now be carrying out 'health checks'.

These will ensure all areas are following the correct processes and policies as well as quality assuring their work.

This will be followed by the setting up of a function within the Transformation and Technology Services directorate to manage a central Quality Management System, which will work in partnership with all NMC regulatory functions to ensure they consistently work in line with policy and procedures.

Our commitment

On behalf of the NMC, I apologise unreservedly for this historical failure to ensure that all health and character declarations were assessed in line with our published process. It should not have happened. This was a failure of systems which we've moved rapidly to fix.

We are building a new NMC, through a three-year transformation plan, to create the strong and independent regulator we all want to see, once and for all.

We are lifting up stones and dealing with the issues where they emerge.

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Our focus now is on putting things right: protecting the public, maintaining confidence in the nursing and midwifery professions, and upholding the standards.

If you have any queries or concerns, please see our Q&A for employers on our website.

If you still have unanswered queries, then please contact the Regulation Adviser for your region from our Employer Link Service (ELS), using the contact details below. They will be happy to help.

Yours faithfully

Paul Rees MBE
Chief Executive and Registrar

Regulation Advisers for the Devolved Nations and North of England

Northern Ireland
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Loucia Kyprianou: Loucia.Kyprianou@nmc-uk.org

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Registrant letter

Registrant Name
PIN

Date 27 May 2026
NMC reference: xxxxxxx

Sent by email –

Registrant email address

Name: xxxx
Telephone: 020 7462 8850
Email: Registration.Review@nmc-uk.org

Dear [registrant name]

The NMC needs more information on your registration

I am writing to you as the NMC has recently discovered a historical failure with our registration process for nursing and midwifery professionals on its register.

We have identified that our full process for investigating health and character concerns over a period of 12 years was not consistently followed.

We have now reviewed all applications to join our nursing and midwifery register made during this period.

As you will know all people applying to join our nursing and midwifery register are asked to complete a number of declarations in relation to their health and character. You will have completed these declarations when you joined or rejoined our register, or when you revalidated.

The information should have been considered to allow us to decide whether you are capable of safe and effective practice

However, because we did not follow our full process, we are now going to have to ask for more information to allow us to assess whether you are capable of safe and effective practice.

When you submitted your [initial registration / revalidation / readmission] application on [add date], you declared a conviction/caution for [offence details, date, sentence – if multiple offences, add details of each].

Your application was accepted by the NMC without us obtaining further information and without it being referred to an Assistant Registrar – an internally appointed decision-maker at the NMC - for a decision.

This was entirely our error, and we are very sorry for this.

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As a result of this, we will need to get further information on your character declaration now, to ensure that you are capable of safe and effective practice.

We understand that receiving a letter like this will be completely unexpected and worrying. We fully understand that you should be able to rely on the NMC to follow our processes fully and consistently, and we apologise that we did not do so in this instance.

We are now writing to you to explain what this means and what will happen next, while we go through the process of gathering more information before a decision can be made.

Can I still practise?

Yes. **There are no restrictions on your practice**, and you can continue working as a nursing and midwifery professional at this time.

What happens next?

Because we didn't request information from the police or prosecuting authority about your offence[s] and we also did not obtain other relevant information we now need to gather this information and refer this to one of our Assistant Registrars.

The Assistant Registrar will then decide whether, taking into account the offence(s) you declared, and the additional information obtained as part of this process, whether any further action is required.

This means the Assistant Registrar will make a decision, taking everything into account, on whether you are capable of safe and effective practice.

We expect that the vast majority of people for whom we will need to gather more information – as part of this process – will be declared as capable of safe and effective practice, once their case has been reviewed.

If this is the outcome in your case there will be no further action taken and you will receive a letter to let you know that the Assistant Registrar has considered all the information on your case and made a decision that you are able to remain on the register. You would also not need to tell us about the offences you have already declared when you next revalidate.

In a small number of cases, the Assistant Registrar, after reviewing the matters disclosed about your character along with the additional information provided during this process, could find that there is a concern about whether you are capable of safe and effective practice.

If this is the outcome in your case, we would write to you again to let you know the Assistant Registrar has considered your case and decided that further consideration is necessary.

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Your case would then be referred to an Investigating Committee (an independent panel) for a decision.

We anticipate that this will be the outcome for only a very small minority of nursing and midwifery professionals involved in this process.

However, if it does happen, you would be able to put forward further information to the Investigating Committee panel members and have the opportunity to attend any hearing. If the Committee decides that the matters you declared mean that the original decision to allow you onto the register should not have been made and your entry on the register is incorrect, it could direct that your entry is removed from the register. If this happens, you would still be able to apply for readmission to the register, and your application would be considered again.

What we will do now

To ensure the Assistant Registrar has the information they need to make their decision, we require the following information which we will now request:

- a **Police National Computer (PNC) check** DO NOT REQUEST IF WE ALREADY HAVE A DBS OR PVG

Once we have received this, we will let you know if we need anything further from other organisations.

If you are a member of a union or professional body, you may wish to speak to your representative before making your response. Many people find this helpful, and unions could offer you further advice at this stage.

What we need from you before the Assistant Registrar can make a decision

- **A completed Personal Contact Employer Details form (attached to this letter)**

This should include:

- Information about your current employer,
- Information about your employer at the time you first disclosed your caution or conviction to the NMC **[REMOVE IF IT WAS AN INITIAL APPLICATION]** and
- Your preferred method of being contacted (please note that we will default to email contact if you don't let us know otherwise).

Please provide this information as soon as you are able but no later than **10th June 2026** and please use the following **email address:** registration.review@nmc-uk.org

We ask that you to speak to your employer so they can support you during this period. If your employer wishes to provide additional supportive information, they should do so using the following email registration.review@nmc-uk.org. In the meantime, we are clear that employers do not need to take any action because of this.

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Timeframes

We understand this will be a worrying time for you, so we intend to complete our enquiries as soon as possible. As we are requesting information from third parties, it is difficult to give an exact timeframe. We estimate that we should be in a position to provide the relevant information for Assistant Registrar consideration within 20 weeks. We will do everything we can to complete this review as quickly as possible.

We will keep in touch with you (by your preferred method of contact) and provide updates every four weeks. If you would prefer not to have regular updates, please let us know and we will contact you again once an Assistant Registrar has made a decision about your registration.

Support for you

We understand that this process could be very stressful and worrying for you and we want to let you know that support is available, and you do not have to manage this on your own.

Careline

Careline is an independent service offering confidential, non-judgemental emotional support during our regulatory processes. It is available 24 hours a day, 365 days a year on **0800 587 7396**

More information on Careline and other organisations who can provide wellbeing support is available here:
https://www.nmc.org.uk/concerns-nurses-midwives/information-for-registrants/support-for-you/

Let us know if you need any extra support

We can provide information in a different language or format, such as large print or braille. If you have a disability, long-term injury or health condition, please get in touch and we can discuss any reasonable adjustments to support you through this process.

How we use information

We keep a record of enquiries about entries onto our register. As a regulator, we may need to share relevant information with other organisations where required by law. More information is available here:

https://www.nmc.org.uk/privacy/

We are very sorry again for our error and for the worry this letter may have caused. We are reviewing how this happened and will put measures in place to prevent this

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happening again. We also want to reiterate that **there are no restrictions on your ability to practise**, and you can continue working at this time.

If you have any questions, or if you would like to talk through any part of this letter, please contact us using the details at the top. We are available to help explain the next steps of this process.

Yours sincerely

Name
Paralegal
Registration Investigation Team

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Dear Registrant

We are the main trade unions for nurses or midwives. On 21st May 2026, the NMC made us aware of this situation, and now we are writing to you directly.

We are sorry that you have received this information from the NMC. In the vast majority of cases, you were open and honest in the information you provided to them, and they have let you down. This is wrong, and it's right that they have apologised for this system failure. The NMC holds the registrants it regulates to a high standard, and it's only fair that registrants and the public expect the same from the NMC.

Our priority is now to support any member who has received this information. If you have membership with us, please contact us urgently. We have provided contact information below for the main organisations. If you are a member of another association or union, then please reach out to them. At the moment the initial information that the NMC are seeking are details about your current employer(s) this is the only information you are being asked to give them by the date in your letter.

Once you have spoken to us, we will be in a better position to then advise you. From that point, we would communicate with the NMC on your behalf. As the NMC have indicated, for most people in this situation, no action will be taken, but it's important that you know your rights.

We know that this is a very worrying time for you and we will do all we can to support members throughout the entire process. So please contact us right away.

How to contact your union:

- RCM – please call RCMConnect on 0300 303 0444
- RCN – please call RCN Direct on 0345 772 6100
- UNISON – please call UNISON Direct on 0800 0857857, who will refer you directly to our specialist team
- UNITE – find the contact details for your regional office at https://www.unitetheunion.org/contact-us

Once again, please reach out to us as soon as possible. The sooner you do so, the sooner we can put support in place for you.

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