

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 28 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Mrs Nicola Amy Fleury</b>
<b>NMC PIN</b>	09E0887E
<b>Part(s) of the register:</b>	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – October 2009
<b>Relevant Location:</b>	Essex
<b>Panel members:</b>	Godfried Attafua (Chair, Registrant member) Sarah Hewetson-Grubb (Registrant member) Lizzie Walmsley (Lay member)
<b>Legal Assessor:</b>	Penny Howe KC
<b>Hearings Coordinator:</b>	John Kennedy
<b>Nursing and Midwifery Council:</b>	Represented by Zainab Mohamed, Case Presenter
<b>Mrs Fleury:</b>	Present and represented by Rosalia Myttas- Perris, instructed by Crucible Law
<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 varied</b>

## Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the confirmation of the following varied 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. You must restrict your practice to one substantive employer, which may be an agency, if working for an agency you must ensure it is for a minimum placement of three months.
2. You must not be the sole Nurse in Charge of any shift in a clinical setting.
3. [PRIVATE]
4. [PRIAVTE]
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]
8. [PRIVATE]
9. [PRIVATE]
10. 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.

11. 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.

12. 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.

13. 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.

14. 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

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

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 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. Your case officer will write to you 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 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.