

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 19 June 2024**

Virtual Hearing

Name of Registrant:	Denise Ann Williams
NMC PIN	80F1814E
Part(s) of the register:	Registered Nurse – Sub Part 2 Adult Nursing (Level 2) – July 1999
Relevant Location:	Hampshire
Panel members:	Godfried Attafua (Chair, Registrant member) Sue Gwyn (Registrant member) Anne Brown (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Tyrena Agyemang
Nursing and Midwifery Council:	Represented by Lee Anyene, Case Presenter
Mrs Williams:	Not present and unrepresented in the 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 restrict your nursing practice to a single employer. If this is an agency you should only accept a single placement of at least three months duration.
2. You must not be the nurse in charge of any ward, shift or setting.
3. You must be directly supervised by another registered nurse when managing or administering medication until deemed competent by another registered nurse. Upon completion, details of your competency should be sent to your NMC case officer.
4. You must be directly supervised by another registered nurse when managing or administering vaccination until deemed competent by another registered nurse. Upon completion, details of your competency should be sent to your NMC case officer.
5. You must have monthly meetings with your supervisor, line manager or mentor to discuss your nursing practice and performance including medicine management and administration, and/or vaccination management and administration, communication and escalation of concerns.

6. Prior to any review hearing, you must send to your NMC case officer, a report from your line manager, supervisor or mentor, commenting on your compliance with this order, including medicine management and administration, and/or vaccination management and administration, communication and escalation of concerns.
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 immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
10. 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.
11. You must allow your NMC 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 Mrs Williams' 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, Mrs Williams 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 Mrs Williams. The NMC will write to Mrs Williams when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Williams in writing.

That concludes this determination.