

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday 14 November 2024**

Virtual Hearing

Name of Registrant: Nicola Kathleen Williams

NMC PIN 20L0626E

Part(s) of the register: Registered Midwife
Midwifery – RM – August 2021

Relevant Location: Swindon

Panel members: Nariane Chantler (Chair, Registrant member)
Sally Glen (Registrant member)
Gill Murgatroyd (Lay member)

Legal Assessor: Charlene Bernard

Hearings Coordinator: Sabrina Khan

Nursing and Midwifery Council: Represented by Giedrius Kabasinskas, Case
Presenter

Mrs Williams: Present and represented by Alex Fletcher,
instructed by Thompsons Solicitors

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.

As such it 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 only work for a single substantive employer that must not be an agency or a bank.
2. You must not work in a clinical role or be in a patient facing role.
3. You must be indirectly supervised at all times.
4. You must meet with your line manager, mentor or supervisor fortnightly to discuss your performance in your non-clinical role in relation to:
 - Record Keeping
 - When and how to escalate matters.
5. You must obtain a report from your line manager, mentor or supervisor. Each report must contain details of your performance in relation to:
 - Record Keeping
 - When and how to escalate matters.

This report must be sent to the NMC case officer prior to any subsequent reviews.

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 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.

8. 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.

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 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 make this interim order for a period of 18 months. The panel were mindful that this is a complex case, at an early stage of investigation and considered 18 months to be proportionate.

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 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.