

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Tuesday, 4 March 2025

Virtual Hearing

Name of Registrant:	Julia Siddall	
NMC PIN	84I0811E	
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse – Level 1 (17 November 1987)	
Relevant Location:	Lister	
Panel members:	Gary Tanner	(Chair, lay member)
	Michelle Mello	(Registrant member)
	Richard Carnell	(Lay member)
Legal Assessor:	Melissa Harrison	
Hearings Coordinator:	Rebecca Wagner	
Nursing and Midwifery Council:	Represented by Sahara Fergus-Simms, Case Presenter	
Miss Siddall:	Not present and unrepresented	
Interim order to be reviewed:	Interim conditions of practice order (18 months)	
Outcome of review:	Interim conditions of practice order confirmed	

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. You must limit your work to one substantive employer, which should not be an agency or bank work.
2. You must not be the sole nurse on duty.
3. You must be indirectly supervised any time that you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must meet fortnightly with your supervisor, who must be a registered nurse, to discuss your progress on:
 - Time and workload management and the impact on patient care
 - Record keeping
 - Communication skills
 - Escalation of concerns

5. You must provide the NMC with a report from your supervisor prior to any review hearing. This report must comment upon your progress in relation to:

- Time and workload management and the impact on patient care
- Record keeping
- Communication skills
- Escalation of concerns

6. You must keep a reflective practice journal. This should detail your progress on:

- Time and workload management and the impact on patient care
- Record keeping
- Communication skills
- Escalation of concerns

You must send your case officer a copy of the reflective journal prior to any review.

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 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.
10. 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.
11. 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 interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Siddall'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 Siddall 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 Siddall'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 Siddall. The NMC will write to Miss Siddall when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Siddall in writing.

That concludes this determination.