

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Thursday, 13 March 2025**

Virtual Hearing

Name of Registrant:	Julia Louise Williams
NMC PIN:	96I3976E
Part(s) of the register:	Nurses Part of the Register- Sub Part 1 RNA: Adult Nurse, Level 1 (24 April 2001)
Relevant Location:	Torbay
Panel members:	Godfried Attafua (Chair, Registrant member) Sally Glen (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	Valerie Paterson
Hearings Coordinator:	Samantha Aguilar
Nursing and Midwifery Council:	Represented by Mary Kyriacou, Case Presenter
Miss Williams:	Present and represented by Samantha Madden instructed by the Royal College of Nursing ("RCN")
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.

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 limit your practice to one employer as a registered nurse, this can be through an agency, but with a single placement for a minimum of 6 months.
2. You must not undertake any role within an Emergency Department.
3. You must not be the nurse in charge or the sole nurse on duty.
4. You must be directly supervised by another registered nurse in relation to medication administration and management including Intravenous therapy ("IV") medication, until you have been assessed and deemed competent to do so by a Band 6 Registered Nurse or above. A copy of your successful completion must be sent to the NMC within 7 days of completion
5. In relation to other areas of practice (excluding medication management and administration in respect of which you are required to be directly supervised), you must ensure that you are supervised. Your supervision must consist of working at all times on the same shift as, but not directly observed by a registered nurse.

6. You must meet with your line manager/mentor/supervisor on a fortnightly basis to have reflective discussions in the following areas:
 - a) Time management.
 - b) Medication management and administration.
 - c) Recognising and escalating deteriorating patients.
 - d) Prioritisation of nursing tasks.
 - e) Communication skills.
7. You must send the NMC a report 7 days in advance of the next NMC hearing from your line manager/mentor/supervisor commenting on the areas outlined in condition 6.
8. 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.
9. 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.
10. 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.
11. 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.
12. 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.

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 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 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.