

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Substantive Order Review Hearing  
Thursday 20 July 2023**

Virtual Hearing

**Name of registrant:** **Olga Williams**

**NMC PIN:** 99Y0274E

**Part(s) of the register:** Registered Nurse – Sub Part 1  
Mental Health Nursing (5 August 2002)

Recordable Qualifications  
V300: Nurse independent/supplementary  
prescriber (23 September 2016)

**Relevant Location:** West Northamptonshire

**Type of case:** Misconduct

**Panel members:** Debbie Hill (Chair, lay member)  
Michael Duque (Registrant member)  
Caroline Taylor (Lay member)

**Legal Assessor:** Ian Ashford-Thom

**Hearings Coordinator:** Jennifer Morrison

**Nursing and Midwifery Council:** Represented by Jack Coyne, Case Presenter

**Ms Williams:** Present and not represented at the hearing

**Order being reviewed:** Conditions of practice order (12 months)

**Fitness to practise:** Impaired

**Outcome:** **Conditions of practice order varied with  
immediate effect in accordance with Article  
30(2)**

## **Decision and reasons on review of the substantive order**

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

This variation will come into effect immediately in accordance with Article 30(2) of the Nursing and Midwifery Order 2001 ('the Order').

This is the third review of a substantive order originally imposed as a suspension order for a period of 12 months by a Fitness to Practise Committee panel on 15 September 2020. This was replaced by a conditions of practice order on 29 September 2021 for a period of 18 months. On 5 April 2023, a further conditions of practice order was imposed for a period of 12 months.

You have requested an early review of the current order because you have indicated that a prospective employer is unable to support you in complying with the supervision requirements of the order.

The current order is due to expire at the end of 16 April 2024.

The panel is reviewing the order pursuant to Article 30(2) of the Order.

The charges found proved which resulted in the imposition of the substantive order were as follows:

*'That you, a registered nurse,*

*1) Whilst working at the Kings Heath Medical Centre*

- a) Assessed patients inadequately on one of more of the occasions set out in Schedule 1*
- b) Diagnosed patients incorrectly/inappropriately on one of more of the occasions set out in Schedule 2*
- c) Prescribed medications inappropriately on one or more of the occasions set out in Schedule 3*

d) *Kept inadequate records relating to patient consultations on one or more of the occasions set out in Schedule 4*

2) *Whilst working at the Cauldwell Medical Centre*

a) *Assessed patients inadequately on one of more of the occasions set out in Schedule 5*

b) *Diagnosed patients incorrectly/inappropriately on one of more of the occasions set out in Schedule 6*

c) *Prescribed medications inappropriately on one or more of the occasions set out in Schedule 7*

d) ...

3) *Whilst working at the Coventry NHS Walk-In Centre you*

a) *Assessed patients inadequately on one of more of the occasions set out in Schedule 9*

b) *Diagnosed patients incorrectly/inappropriately on one of more of the occasions set out in Schedule 10*

c) *Prescribed medications inappropriately on one or more of the occasions set out in Schedule 11*

d) *Kept inadequate records relating to patient consultations on one or more of the occasions set out in Schedule 12*

4) *Presented or allowed to be presented, a Curriculum Vitae which contained incomplete information about your education history in that you*

*4a) represented that you had an BSc in 'Minor Illness Management' from Bucks New University when you did not receive any credits for the module 'Minor Illness Management'*

*4b) represented that you had an MSc in Minor Injuries Management from Anglia Ruskin University when*

*4bi) there is no record of the University conferring an MSc Qualification to you and/or*

*4bij) ...*

*5) Your conduct at Charge 4 above demonstrated a lack of integrity in that it presented a misleading impression of your academic history and/or skill to prospective employers.'*

The second reviewing panel determined the following with regard to impairment:

*'The panel noted that the last reviewing panel found that you had developed insight into the impact of your misconduct on patients, colleagues, and the reputation of the nursing profession. At this hearing, this panel noted that you demonstrated that your insight is continuing to develop.*

*In its consideration of whether you have taken steps to strengthen your practice, the panel took into account the considerable training you have undertaken in light of professional development. It noted that although your refresher training was limited to one day courses you have attempted to keep abreast of nursing practice, including by working as a health care assistant.*

*The panel considered that these were positive steps and demonstrated your willingness to keep your skills and knowledge up to date, to learn and improve your practice and to address your misconduct.*

*The panel was however of the opinion that you have not been able to practise in a clinical setting as a registered nurse or non-medical prescriber and have not been able to demonstrate safe practice and therefore that a risk of repetition remains.*

*It considered that your nursing practice needed to be further addressed by you being able to put your learning into practice in a clinical setting and by working as a registered nurse. The panel considered that until this process of*

*remediation is complete, patients would be placed at risk of harm if you were able to practise without restriction. The panel therefore determined that a finding of impairment remains necessary on the grounds of public protection.*

*The panel bore in mind that its primary function is to protect patients and the wider public interest which includes maintaining confidence in the nursing profession and upholding proper standards of conduct and performance. The panel considered that the misconduct and the public interest had been sufficiently marked by the previous 12-month suspension order, as well as the development of your insight, which addressed the impact of your actions on public confidence in the nursing profession. The panel therefore confirmed that a finding of impairment no longer remains necessary on public interest grounds.*

*For these reasons, the panel finds that your fitness to practise remains impaired on the grounds of public protection alone.'*

The second reviewing panel determined the following with regard to sanction:

*'The panel next considered whether the continuation of your conditions of practice order would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate, measurable and workable.*

*The panel had regard to the evidence of remediation you have demonstrated, and the fact that this learning needs to be put into practice in a clinical environment. The panel considered that a conditions of practice order would allow you to remediate the outstanding concerns in a clinical environment, whilst practising as a registered nurse. It considered that you had demonstrated a willingness to address concerns with your practice, and therefore conditions were workable. The panel considered that there were identifiable clinical concerns, for which practicable and workable conditions could be formulated, which would protect the public. This would give you the opportunity to demonstrate safe practice in a clinical setting.*

*The panel considered whether to impose a suspension order. The panel considered that a suspension order would serve no useful purpose, as it would prevent you from being able to practise as a registered nurse, to remediate the outstanding concerns in a clinical setting. The panel also considered that a suspension order would be disproportionate in light of your engagement with these proceedings, your development of insight and the steps you had already taken to remediate your practice.*

*Taking into account the evidence referred to above the panel decided to substitute a new condition two and vary the wording of condition three.*

*The panel is satisfied that a conditions of practice order is appropriate and proportionate in the circumstances of this case. The panel determined that 12 months would provide you with sufficient time to obtain relevant employment as a registered nurse to enable you to meet the conditions.*

*Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 12 months, which will come into effect on the expiry of the current order, namely at the end of 16 April 2023. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:*

*'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 nursing practice to one substantive employer, which must not be an agency.*
- 2. You must not work as a non-medical prescriber outside of the areas of mental health and substance misuse services.*
- 3. You must ensure that you are supervised by another registered nurse any time you are working as a nurse. Your supervision must consist of working at all*

*times on the same shift as another registered nurse. This does not require direct observation.*

4. *You must work with your workplace line manager, mentor or supervisor (or their nominated deputy) to create a personal development plan (PDP). Your PDP must address the concerns about assessing patients, diagnosing patients, prescribing medication and record keeping.*
  - a. *You must send your case officer a copy of your PDP prior to the next NMC review hearing.*
  - b. *Meet with your workplace line manager, mentor or supervisor (or their nominated deputy) at least monthly to discuss your progress towards achieving the aims set out in your PDP.*
  - c. *Send your case officer a report from your workplace line manager, mentor or supervisor (or their nominated deputy), prior to the next NMC review hearing. This report must show your progress towards achieving the aims set out in your PDP.*
  
5. *You must keep us 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.*
  
6. *You must keep us 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.*
  
7. *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.*

8. *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.*

  
9. *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.'*

### **Decision and reasons on current impairment**

The panel has considered carefully whether your fitness to practise remains impaired. Whilst there is no statutory definition of fitness to practise, the Nursing and Midwifery Council (NMC) has defined fitness to practise as a registrant's suitability to remain on the register without restriction. In considering this case, the panel has carried out a comprehensive review of the order in the light of the current circumstances. Whilst it has noted the decision of the last panel, this panel has exercised its own judgement as to current impairment.

The panel has had regard to all of the documentation before it. It has taken account of the representations made by you and the submissions by Mr Coyne on behalf of the NMC.

You told the panel that following the last review of the order in April 2023, you had anticipated being able to accept an offer of employment from Change Grow Live. However, after the order was varied, you said that Change Grow Live withdrew the offer because they had stated that they could not support the condition that required you to work on the same shift as, but not directly observed by, another registered nurse, as the role involved outreach work. You told the panel that you had applied for other nursing roles that were not outreach-based, but had been unsuccessful, and said that all other



prospective employers had cited the supervision condition as the reason that they could not employ you.

You told the panel that you were concerned about your registration, as you had not worked as a nurse in the six years since your case was opened. You said that you had applied for many nursing roles, including Band 5 roles, without success, and were aware that you needed to secure employment as a nurse in order to demonstrate compliance with the conditions of practice order. You believed that the NMC did not want you to work as a nurse and was deliberately prolonging the regulatory process so that once you reached the 36-month mark of being subject to an order, you could be struck off the register.

You told the panel that you had done everything you could to secure a nursing role [PRIVATE]. You said that you had the required knowledge, experience and skills, but had been unable to secure nursing roles because of the restrictions on your practice. You said that an agency that you had a good relationship with was willing to place you at a single hospital, but you were prohibited from engaging in agency work under the current conditions of practice.

You told the panel that you did not believe you should be subject to an order at all. You said that you had been framed by a colleague who was experiencing a mental health condition, and that you were forced to admit to the charges to make life easier for you. You told the panel that you felt the outcome of this hearing had been predetermined and that you were being bullied and harassed by the NMC. You said that you were applying to the High Court for the order to be set aside.

Mr Coyne opposed revoking the conditions of practice order and any variation to the order. He outlined the background to the case and the outcome of previous reviews. Mr Coyne submitted that your fitness to practise remains impaired, referring the panel to a note of a telephone call between you and your case officer on 2 June 2023. He invited the panel to consider whether your expectation of compensation from the NMC, your belief that you had been framed, and your intention to appeal to the High Court regardless of today's outcome took your insight any further than it was at the previous hearing.

The panel accepted the advice of the legal assessor.

In reaching its decision, the panel was mindful of the need to protect the public, maintain public confidence in the profession, and to declare and uphold proper standards of conduct and performance.

The panel considered whether your fitness to practise remains impaired.

The panel was concerned to note that your insight appears to have diminished considerably since the previous hearing. You told the panel that you did nothing wrong and that you only admitted to the charges to make your life easier. The panel considered that you have taken no responsibility for the fact that you were found to have engaged in misconduct, and you believe you are being punished by these proceedings. As you do not accept that your practice was not of the required standard and have been unable to secure employment, you have been unable to take steps to strengthen your practice. Accordingly, the panel finds that there is a real risk of repetition and determined that a finding of continuing impairment is necessary on the grounds of public protection.

The panel accepted the previous panel's finding that impairment on public interest grounds is no longer required.

For these reasons, the panel finds that your fitness to practise remains impaired.

### **Decision and reasons on sanction**

Having found your fitness to practise currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel's powers are set out in Article 30 of the Order. The panel has taken into account the NMC's published guidance on sanctions ('the SG'). It has borne in mind that the purpose of a sanction is not to be punitive, though any sanction imposed may have a punitive effect.

The panel first considered whether to take no action but concluded that this would be inappropriate in the light of its finding of current impairment. The panel decided that it would be neither proportionate nor in the public interest to take no further action.

It then considered the imposition of a caution order but determined that due to the seriousness of the case and the public protection concerns that have identified, an order that does not restrict your practice would not be appropriate in the circumstances. The SG states that a caution order may be appropriate where *'the case is at the lower end of the spectrum of impaired fitness to practise and the panel wishes to mark that the behaviour was unacceptable and must not happen again.'* The panel considered that your misconduct was not at the lower end of the spectrum and that a caution order would be inappropriate in view of the issues identified. The panel decided that it would be neither proportionate nor in the public interest to impose a caution order.

The panel next considered whether confirming or varying the current conditions of practice order on your registration would still be a sufficient and appropriate response. The panel is mindful that any conditions imposed must be proportionate and workable.

Although the panel was concerned to note your diminished insight, it determined that a conditions of practice order remains the appropriate and proportionate order to address the level of risk in this case, and that any sanction more severe would be disproportionate. The panel was satisfied that indirect supervision remains reasonable and necessary, given the seriousness of the misconduct found proved in this case and your very limited insight at this hearing. It has acknowledged your concern that condition 3 of the current order is discouraging employers from hiring you. The panel noted that condition 3 is not unreasonable or impracticable as a condition of practice. It, however, decided to amend the wording of the condition to provide greater clarity.

Accordingly, the panel has varied the current conditions of practice order with immediate effect, pursuant to Article 30(2) of the Order. The panel is satisfied that the following varied conditions of practice will suitably protect the public and uphold the public interest:

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 nursing practice to one substantive employer, which must not be an agency.
2. You must not work as a non-medical prescriber outside of the areas of mental health and substance misuse services.
3. You must ensure that you are supervised by another registered nurse any time 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 work with your workplace line manager, mentor or supervisor (or their nominated deputy) to create a personal development plan (PDP). Your PDP must address the concerns about assessing patients, diagnosing patients, prescribing medication and record keeping.
  - a. You must send your case officer a copy of your PDP prior to the next NMC review hearing.
  - b. Meet with your workplace line manager, mentor or supervisor (or their nominated deputy) at least monthly to discuss your progress towards achieving the aims set out in your PDP.
  - c. Send your case officer a report from your workplace line manager, mentor or supervisor (or their nominated deputy), prior to the next NMC review hearing. This report must show your progress towards achieving the aims set out in your PDP.
5. You must keep us 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.
6. You must keep us 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.

7. 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.
  
8. 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.
  
9. 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.

This varied conditions of practice order will take immediate effect in accordance with Article 30(2).

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

This will be confirmed to you in writing.

That concludes this determination.