

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 29 November 2023**

Virtual Hearing

| | |
|---------------------------------------|---|
| Name of Registrant: | Nicola Amy Fleury |
| NMC PIN | 09E0887E |
| Part(s) of the register: | Registered Nurse – Sub Part 1 Adult Nursing – October 2009 |
| Relevant Location: | Essex |
| Panel members: | Mahjabeen Agha (Chair, Lay member) Sue Gwyn (Registrant member) Sandra Norburn (Lay member) |
| Legal Assessor: | Nigel Pascoe KC |
| Hearings Coordinator: | Elizabeth Fagbo |
| Nursing and Midwifery Council: | Represented by Nina Dunn, Case Presenter |
| Mrs Fleury: | Present and unrepresented at the hearing. |
| 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 decided that there were workable conditions that could be formulated that would sufficiently protect the public and meet the public interest. As such it has determined that the implementation of 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 practice to East Suffolk and North Essex NHS Foundation Trust.
2. You must not be the sole Nurse in Charge of any shift.
3. You must have two weekly meetings with your line manager, mentor or supervisor to discuss your:
 - [PRIVATE]
 - Clinical case load
 - Performance
 - Conduct
4. You must obtain a report from your line manager, mentor or supervisor dealing with the following:
 - [PRIVATE]
 - Clinical case load
 - Performance

- Conduct

This report must be sent to the NMC case officer prior to every subsequent review of the order.

5. [Private]
6. [Private]
7. You must not be involved in the management or administration of medication unless supervised by another registered nurse.
8. You must not perform colposcopy or vulva biopsy until assessed as competent to do so by an appropriately qualified manager, supervisor, or line manager – evidence of competency must be sent to the NMC within 7 days of achieving this.
9. 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.
10. 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.
11. 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.
12. 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.
13. 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 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.