

Nursing and Midwifery Council
Investigating Committee

Interim Order Review Meeting
Tuesday, 12 August 2025

Virtual Meeting

Name of Registrant:	Julia Siddall
NMC PIN:	8410811E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 17 November 1987
Relevant Location:	Lister
Panel members:	Judith Ebbrell (Chair, Registrant member) Naomi Smith (Registrant member) Cheryl Hobson (Lay member)
Hearings Coordinator:	Eyram Anka
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 interim conditions of practice order.

The panel determined that the public would remain suitably protected by the confirmation 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.'*

Unless Miss Siddall's case has already been concluded or there has been a material change of circumstances, a panel will review the interim suspension order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim suspension order at

this meeting and Miss Siddall will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Miss Siddall will be invited to attend in person, send a representative on Miss Siddall's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim suspension order or it may replace it with an interim conditions of practice order.

This will be confirmed to Miss Siddall in writing.

That concludes this determination.