

Nursing and Midwifery Council

Agreed Removal Decision

Registrant: Norma Anne Clay

PIN: 80K1658E

Part(s) of the register: Registered Nurse - Learning Disabilities Nursing

Relevant Location: Staffordshire

On 17 November 2023, we received a referral raising a concern about Norma Anne Clay's fitness to practise. It's alleged that Norma Anne Clay:

- inappropriately restrained a service user while providing personal care by holding their arms and/or legs, pulling them up, holding them against her body and/or sitting on their lap
- didn't document the incident and an injury the service user sustained during the incident.

Norma Anne Clay doesn't accept the concerns but does accept that the service user was distressed while she was providing care. She said that she couldn't leave the service user in the state they were in and that she reassured and held the service user's hands during the procedure but not tightly and that her only intention was to assist the service user with their personal care and make them safe.

We investigated the issue and the matter was referred to the Fitness to Practise Committee. No allegation against Norma Anne Clay has yet been found substantively proved by one of our statutory committees.

On 20 September 2025, we received an application from Norma Anne Clay for agreed removal from the NMC register.

ASSISTANT REGISTRAR'S DECISION

As an Assistant Registrar, I have delegated authority to make decisions about agreed removal and have agreed to removal from the NMC register in this case.

In accordance with Rule 14 of the Nursing and Midwifery Council (Education, Registration and Registration Appeals) Rules 2004, in considering Norma Anne Clay's application for agreed removal, I've taken into account:

- the application for agreed removal
- the reasons for the decision to refer the matter to the Fitness to Practise Committee
- the interests of Norma Anne Clay
- the public interest.

We sought to contact the person who made the allegation against Norma Anne Clay for their comments on the application for agreed removal. No comments were received within a reasonable period.

I'm satisfied that:

- Norma Anne Clay no longer intends to work as a registered nurse
- while serious, the allegations against Norma Anne Clay aren't likely to result in a striking-off order
- there are no other good reasons requiring us to consider the allegations further at this time
- the public interest is best served by agreeing the application for removal and enabling Norma Anne Clay to leave the NMC register.

We'll publish a record of this decision for twelve months from the date of the decision, **16 December 2025**. In the event that Norma Anne Clay seeks readmission to the register, we may consider the matters that led to this agreed removal further.