

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

**Interim Order Review Hearing  
Wednesday, 17 December 2025**

Virtual Hearing

<b>Name of Registrant:</b>	Icilda Holness-Sears
<b>NMC PIN</b>	74Y0955E
<b>Part(s) of the register:</b>	Registered Nurse – Sub part 1 Mental Health Nursing (Level 1) – 11 March 1995  Registered Nurse – Sub part 2 Mental Health Nursing (Level 2) – 26 January 1977
<b>Relevant Location:</b>	Nottinghamshire
<b>Panel members:</b>	Paul O'Connor (Chair, Lay member) Lauren Harrison (Registrant member) Bryan McFarland (Lay member)
<b>Legal Assessor:</b>	Elisa Hopley
<b>Hearings Coordinator:</b>	Monsur Ali
<b>Nursing and Midwifery Council:</b>	Represented by Denise Amaning, Case Presenter
<b>Mrs Holness-Sears:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

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 not work in a managerial or leadership role in any clinical care setting including nursing or care homes.
2. You must not be the nurse in charge nor the sole registered nurse on duty on any shift.
3. 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.
4. 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.

5. 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.
6. 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.
7. 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 Mrs Holness-Sears' 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, Mrs Holness-Sears 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 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Holness-Sears. The NMC will keep Mrs Holness-Sears informed of developments in relation to that issue.

This decision will be confirmed to Mrs Holness-Sears in writing.

That concludes this determination.