

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday 16 December 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Frances Richoux</b>
<b>NMC PIN:</b>	12E0508E
<b>Part(s) of the register:</b>	Registered Nurse – Mental Health Nursing
<b>Relevant Location:</b>	England
<b>Panel members:</b>	Ingrid Lee (Chair, Lay member) Nicola Harvey (Registrant member) Hazel Wilford (Lay member)
<b>Legal Assessor:</b>	Trevor Jones
<b>Hearings Coordinator:</b>	Tyra Andrews
<b>Nursing and Midwifery Council:</b>	Represented by Simon Gruchy, Case Presenter
<b>Ms Richoux:</b>	Present and represented by Catherine Scrivens (UNISON)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **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 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 limit your nursing practice to a single substantive employer which must not be via bank or an agency.
2. You must not be the nurse in charge of any shift.
3. You must be directly supervised by another registered nurse when engaged in the management or administration of medication.
4. You must meet with your line manager, mentor or supervisor at least once a month to discuss:
  - a) Your clinical practice
  - b) Your health and wellbeing
5. You will send the NMC a report seven days in advance of the next NMC hearing or meeting from either your line manager, mentor or supervisor outlining your progress in relation to your practice and your health and wellbeing.
6. You must keep your work under review. You must immediately limit or stop your practice if you are advised by:
  - a) [PRIVATE].

- b) [PRIVATE].
- c) [PRIVATE].
- d) [PRIVATE].

7. You must remain [PRIVATE]

8. 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.

9. 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.

10. 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.

11. 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.

12. 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

13. [PRIVATE]

The panel decided to make this interim order for a period of 18 months. The panel determined that this length of time would allow the NMC to complete its investigations which are at an early stage.

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 Nursing and Midwifery Council (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.

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.