

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 22 October 2025**

Virtual Hearing

Name of Registrant:	Nichola Mercer
NMC PIN:	15A1738E
Part(s) of the register:	Registered Nurse - Adult RNA – 15 November 2015
Relevant Location:	Yorkshire
Panel members:	Michael Lupson (Chair, Lay member) Vikki Crickmore (Registrant member) Matthew Burton (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Sara Glen
Nursing and Midwifery Council:	Represented by Bethany Brown, Case Presenter
Mrs Mercer:	Not present and unrepresented
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 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 limit your practice to working for one substantive employer on one site. If this is an agency or bank work then it must be in a single placement for a minimum of three months.
2. You must not be the nurse in charge of any shift.
3. You must not be the sole registered nurse on any shift.
4. You must ensure that you are working at all times on the same shift and in the same location as, but not always directly observed by, another registered nurse.
5. You must meet with your line manager or supervisor monthly to discuss and reflect on:
 - a) your clinical practice.
 - b) record keeping
6. You must send a report from your line manager or supervisor to the NMC prior to any review meeting or hearing outlining:
 - a) your clinical practice
 - b) record keeping
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 Mrs Mercer's 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 Mercer 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 Mrs Mercer. The NMC will write to Mrs Mercer when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Mercer in writing.

That concludes this determination.