

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

Interim Order Review Meeting

Tuesday 14 October 2025

Virtual Hearing

Name of Registrant:	Emma Ward
NMC PIN:	11E0567E
Part(s) of the register:	RNA: Registered Nurse – (sub part 1) Adult – Level 1 9 August 2011
Relevant Location:	Wiltshire
Panel members:	John Millar (Chair, Lay member) Jillian Cunningham (Lay member) Alison Thomson (Registrant member)
Hearings Coordinator:	Rebecka Selva
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 was of the view 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. [PRIVATE]
2. You must limit your nursing practice to one substantive employer which should not be an agency.
3. You must not be the nurse in charge of any shift.
4. You must ensure that you are supervised by another registered nurse at any time you are working. Your supervision must consist of:
 - a) Working at all times on the same shift as, but not always directly observed by a registered nurse.
 - b) If working in the private home of any service user, you must be directly supervised at all times.
5. [PRIVATE]
6. [PRIVATE]
7. [PRIVATE]

8. [PRIVATE]
9. [PRIVATE]
10. 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.
11. 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.
12. 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).
 - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
 - e) Any current or prospective patients or clients you intend to see or care for when you are working independently.
13. 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.

14. 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 Ward's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice 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 conditions of practice order at this meeting and Mrs Ward 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 Mrs Ward will be invited to attend in person, send a representative on Mrs Ward'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 conditions of practice order, or it may replace it with an interim suspension order.

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

This will be confirmed to Mrs Ward in writing.

That concludes this determination.