

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

**Interim Order Review Hearing
Thursday, 25 September 2025 – Friday, 26 September 2025**

Virtual Hearing

Name of Registrant:	Lydia Edwards
NMC PIN:	06E0616O
Part(s) of the register:	RN1, Registered Nurse - Adult (24 May 2006)
Relevant Location:	Bristol
Panel members:	Oluwasola Falola (Chair, Registrant member) Jane Colbourne (Registrant member) Janine Green (Lay member)
Legal Assessor:	Valerie Paterson
Hearings Coordinator:	Eleanor Wills
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Mrs Edwards:	Present and represented by Neomi Bennett from Equality 4 Black Nurses (E4BN)
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 nursing practice to one substantive employer which must not be an agency, and you must not work as a bank nurse.
2. You must not undertake medication management or administration unless you are directly supervised by another registered nurse until such time as you have been assessed by your line manager as competent to do so without such supervision. Confirmation of such competency must be sent to the NMC within 2 weeks of any such assessment.
3. Subject to condition 2 above, you must ensure that at all other times you are supervised by another registered nurse any time you are working. Such supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must not be the nurse in charge on any shift.
5. You must meet with your line manager, mentor or supervisor at least fortnightly to discuss your clinical performance with particular reference to:

- Medicines management and administration
- Escalation of concerns about deteriorating patients
- Record keeping
- Communication

6. You must send your NMC case officer a report prior to any review of this order from your line manager, mentor or supervisor commenting on your clinical performance with particular reference to:

- Medicines management and administration
- Escalation of concerns about deteriorating patients
- Record keeping
- Communication

7. 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.

8. 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.

9. 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 employer.
- b) Any educational establishment.
- c) Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Edwards'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 Edwards 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.

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

This will be confirmed to Mrs Edwards in writing.

That concludes this determination.