

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 29 September 2025**

Virtual Hearing

Name of Registrant:	Nicola Kathleen Williams
NMC PIN	20L0626E
Part(s) of the register:	Registered Midwife – RM, Midwife (16 August 2021)
Relevant Location:	Swindon
Panel members:	Petra Leseberg (Chair, Lay member) Jane Hughes (Registrant member) Leon Jacobs (Lay member)
Legal Assessor:	Justin Gau
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by April Beech, Case Presenter
Mrs Williams:	Not present and not represented at this hearing
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 continuation 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. You must only work for a single substantive employer that must not be an agency or a bank.
2. You must only work in a clinical role while being directly observed by a registered nurse of Band 6 and above, any time you are dealing directly with patients.
3. You must meet with your line manager, mentor or supervisor fortnightly to discuss your general performance including:
 - Responding to a deteriorating patients and appropriate escalation
 - Providing safe and effective care
 - Record Keeping
4. You must obtain a report from your line manager, mentor or supervisor. Each report must contain details of your general performance including:
 - Responding to a deteriorating patients and appropriate escalation
 - Providing safe and effective care
 - Record Keeping

This report must be sent to the NMC case officer prior to any subsequent reviews.

5. 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.
6. 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.
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 current or future 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 Williams'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 Williams 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, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Williams's case officer will write to her about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mrs Williams. The NMC will write to Mrs Williams when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Williams in writing.

That concludes this determination.