

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 11 February 2026**

Virtual Hearing

Name of Registrant:	Frances Holley
NMC PIN:	12J2959E
Part(s) of the register:	Registered Nurse Adult – RNA (September 2014)
Relevant Location:	Wigan
Panel members:	Judith Ebbrell (Chair, Registrant member) Hayley Ball (Registrant member) Tom Manson (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Zahra Khan
Nursing and Midwifery Council:	Represented by Stephanie Stevens, Case Presenter
Mrs Holley:	Present and represented by Adam Smith instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

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 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 work for a single substantive employer. This must not be an agency, and you must not undertake any ‘bank’ work.
2. You must not be the sole nurse on duty or in charge of any shift.
3. You must ensure that you are directly supervised by another registered nurse when you are managing or administering medication until you are assessed and deemed as competent to do so. Evidence of competency must be provided to the NMC prior to any future hearing.
4. At all other times, you must be indirectly supervised by another registered nurse. Such supervision must consist of working at all times, on the same shift as, but not always directly observed by, another registered nurse.
5. You must meet with your line manager or supervisor on a fortnightly basis to discuss:
 - Communication with patients and colleagues.

- Observations and escalation of concerns.
 - Manual handling of patients.
 - Record-keeping and documentation.
 - Wound care management.
6. You must obtain and send a report from your line manager or supervisor to your NMC case officer before any future NMC hearing. This report must comment on your conduct and performance, with particular reference to:
- Communication with patients and colleagues.
 - Observations and escalation of concerns.
 - Manual handling of patients.
 - Record-keeping and documentation.
 - Wound care management.
7. You must keep the NMC informed about anywhere you are working by:
- Telling your case officer within seven days of accepting or leaving any employment.
 - Giving your case officer your employer's contact details.
8. You must keep the NMC informed about anywhere you are studying by:
- Telling your case officer within seven days of accepting any course of study.
 - 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:
 - Any organisation or person you work for.
 - Any employers you apply to for work (at the time of application).
 - 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:
 - Any clinical incident you are involved in.
 - Any investigation started against you.
 - 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:
 - Any current or future employer.
 - Any educational establishment.
 - Any other person(s) involved in your retraining and/or supervision required by these conditions.

The panel decided to make this interim order for a period of 18 months as the NMC is in its early stages of investigation and involves a significant number of alleged incidents which may involve numerous witnesses.

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 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 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.