

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Meeting  
Thursday 26 March 2026**

Virtual Meeting

<b>Name of Registrant:</b>	Nichola Mercer
<b>NMC PIN:</b>	15A1738E
<b>Part(s) of the register:</b>	Registered nurse – sub part 1 Adult nursing (level 1) – 15 November 2015
<b>Relevant Location:</b>	Yorkshire, England
<b>Panel members:</b>	Gary Tanner (Chair, Lay member) Leon Jacobs (Lay member) Elizabeth Williamson (Registrant member)
<b>Hearings Coordinator:</b>	Hazel Ahmet
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## **Decision and reasons on interim order**

The panel decided to confirm the current interim conditions of practice order.

*'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. Any organisation or person you work for.*
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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mrs Mercer will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Mercer is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mrs Mercer will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Mrs Mercer must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mrs Mercer does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mrs Mercer and her representative will be invited to attend.

This decision will be confirmed to Mrs Mercer in writing.

That concludes this determination.