Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Monday, 19 October 2026

Virtual Hearing

Name of Registrant:	Nicola Kathleen Williams
NMC PIN:	20L0626E
Part(s) of the register:	Registered Midwife – RM (16 August 2021)
Relevant Location:	Swindon
Panel members:	Rachel Forster (Chair, lay member) Mandy Tyson (Registrant member) Keith Murray (Lay member)
Legal Assessor:	Caroline Hartley
Hearings Coordinator:	Max Buadi
Nursing and Midwifery Council:	Represented by Janice Green, Case Presenter
Mrs Williams:	Not present and represented
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 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

Unless Mrs Williams' 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 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 Williams. The NMC will keep Mrs Williams informed of developments in relation to that issue.

This will be confirmed to Mrs Williams in writing.

That concludes this determination.