

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Wednesday, 2 September 2026**

Virtual Meeting

Name of Registrant:	Nichola Mercer
NMC PIN:	15A1738E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 15 November 2015
Relevant Location:	Yorkshire
Panel members:	John Anderson (Chair, lay member) Marianne Scott (Registrant member) David Brown (Lay member)
Hearings Coordinator:	Stanley Udealor
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 remain necessary and proportionate:

‘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 Mrs Mercer's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Mercer will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Mercer will be invited to attend in person, send a representative on Mrs Mercer's behalf or submit written representations for the panel to consider. At any such review hearing, the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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 Mrs Mercer. The NMC will write to Mrs Mercer when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Mercer in writing.

That concludes this determination.