

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Substantive Hearing  
Monday 11 December 2023 – Thursday 14 December 2023**

Virtual Hearing

**Name of Registrant:** Nicola Jane Strutt

**NMC PIN** 96J0370E

**Part(s) of the register:** Adult Nurse – Level 1 (October 1999)

**Relevant Location:** Plymouth

**Type of case:** Health

**Panel members:** Richardo Childs (Chair, Lay member)  
Manjit Darby (Registrant member)  
Tom Ayers (Lay member)

**Legal Assessor:** Richard Tyson

**Hearings Coordinator:** Jessie Miller (11 December 2023)  
Zahra Khan (From 12 December 2023)

**Nursing and Midwifery Council:** Represented by Dominic Bardill, Case Presenter

**Mrs Strutt:** Present and represented by Sophie Walmsley of Counsel, instructed by the Royal College of Nursing

**Facts proved by admission:** Charges 1, 2, 3, 4, 5, 6 and 7

**Fitness to practise:** Impaired

**Sanction:** **Conditions of practice order (12 months)**

**Interim order:** **Interim conditions of practice order (18 months)**

**An application under Rule 19 of the Nursing and Midwifery Fitness to Practise Rules Order of Council 2004 to hear all matters in private was accepted.**

'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 restrict your nursing practice to one substantive employer.
2. [PRIVATE].
3. [PRIVATE].
4. [PRIVATE].
5. [PRIVATE].
6. [PRIVATE].
7. [PRIVATE].
8. [PRIVATE].
9. [PRIVATE].
10. You must keep the Nursing and Midwifery Council (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.
11. You must immediately give a copy of these conditions to your employer and to any establishment you apply to (at the time of application).
12. You must tell your case officer, within seven days of you becoming aware of:

- Any clinical incident you are involved in.
- Any investigation started against you.
- Any disciplinary proceedings taken against you.

13. 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. Your current employer;
- b. Any educational establishment; and
- c. Any other person(s) involved in your retraining and/ or supervision required by these.'