

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing**

**Thursday, 11 January 2024**

Nursing and Midwifery Council  
2 Stratford Place, Montfichet Road, London, E20 1EJ

**Name of Registrant:** Helen Grace Richmond

**NMC PIN:** 78Y2501E

**Part(s) of the register:** Lecturer / Practice Educator  
PADM August 1999  
LPE July 2004

**Relevant Location:** London

**Panel members:** Jacqueline Nicholson (Chair, lay member)  
Carolyn Jenkinson (Registrant member)  
Sarah Hamilton (Lay member)

**Legal Assessor:** Hala Helmi

**Hearings Coordinator:** Jack Dickens

**Nursing and Midwifery Council:** Represented by Hannah Smith, Case  
Presenter

**Miss Richmond:** Present and represented by Natalie Bird,  
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 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. Whilst in employment, you must meet monthly with your line manager, mentor or supervisor to discuss:
  - a. Communication in the workplace
  - b. Discrimination
  
2. Whilst in employment, you must send the NMC a report from your line manager, mentor, or supervisor, prior to any review hearing outlining your progress regarding:
  - a. Communication in the workplace
  - b. Discrimination
  
3. You must keep us 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.
  
4. You must keep us 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.

5. You must immediately give a copy of these conditions to:
  - a. Any organisation or person you work for.
  - b. Any agency you apply to or are registered with for work.
  - c. Any employers you apply to for work (at the time of application).
  - d. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  - e. Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
  
6. 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.
  
7. 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 Miss Richmond's 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, Miss Richmond 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Richmond. The NMC will write to Miss Richmond when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Richmond in writing.

That concludes this determination.