

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 14 September 2023**

Virtual Hearing

Name of Registrant:	Victoria Davinia Gray
NMC PIN	19L0774E
Part(s) of the register:	Registered Nurse Adult Nursing - July 2020
Relevant Location:	Dudley
Panel members:	Judith Ebbrell (Chair, Registrant member) Dee Rogers (Lay member) Sue Gwyn (Registrant member)
Legal Assessor:	Laura McGill
Hearings Coordinator:	Taymika Brandy
Nursing and Midwifery Council:	Represented by Tope Adeyemi, Case Presenter
Miss Gray:	Present and represented by Tom Stevens, of Doughty Street Chambers, instructed by the Royal College of Nursing (RCN)
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 limit your nursing practice to one substantive employer. This must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by another registered nurse any time you are working until you have been signed off as competent in the following areas:
 - a. Medicines management and administration
 - b. Record keeping and documentation
 - c. Safe clinical monitoring of patients
 - d. Recognition and escalation of deteriorating patients
 - e. Communications with colleagues and members of the multi-disciplinary team

Once you are deemed competent by a senior nurse you may then practise in that area of competence at all times on the same shift but not directly supervised by another registered nurse.

4. You must develop a personal development plan (PDP) and work with your supervisor to address the concerns in relation to:
 - a. Medicines management and administration
 - b. Record keeping and documentation
 - c. Safe clinical monitoring of patients
 - d. Recognition and escalation of deteriorating patients
 - e. Communications with colleagues and members of the multi-disciplinary team

5. You must:
 - a. Meet with your supervisor at least every two weeks to discuss your progress towards achieving the aims set out in your PDP.
 - b. Send your case officer a report from your supervisor before the next NMC review. This report must show your progress towards achieving the aims set out in your PDP.

6. 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.

7. 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.

8. 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.

9. 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.

10. 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 your 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, you or the 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 the reviewing 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.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Miss Gray's case officer will write to her about this in due course.

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

This will be confirmed to you in writing.

That concludes this determination.

