

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

**Substantive Order Review Meeting  
23 July 2020**

Virtual Meeting

**Name of registrant:** Mrs Tracy Clements-Hills

**NMC PIN:** 96I4611E

**Parts of the register:** RNA, Registered Nurse (sub part 1) - Adult (21 August 1999)  
RM, Registered Midwife-Midwifery (4 November 2013)

**Area of registered address:** Essex

**Type of case:** Lack of competence

**Panel members:** John Hamilton (Chair, lay member)  
Melanie Lumbers (Registrant member)  
Jane McLeod (Lay member)

**Legal Assessor:** John Bromley-Davenport

**Panel Secretary:** Leigham Malcolm

**Order being reviewed:** Conditions of Practice Order (3 Years)

**Fitness to practise:** Impaired

**Outcome:** Conditions of Practice Order (12 months)

1. You must not practise as a registered midwife.
2. Prior to the next review hearing or meeting you must produce a reflective statement addressing each of the facts found proven at the substantive hearing in August 2017. You must also make available evidence of any training that you have undertaken in attempts to remediate the deficiencies in your midwifery practice.
3. You must notify the NMC within 14 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.
4. You must inform the NMC of any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them.
5.
  - a) You must within 14 days of accepting any post or employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study.
  - b) You must within 14 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.
6. You must immediately inform the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures, and disclose the conditions listed at 1 to 4 above, to them:
  - a. Any organisation or person employing, contracting with, or using you to undertake nursing work.
  - b. Any agency you are registered with or apply to be registered with (at the time of application).
  - c. Any prospective nursing employer (at the time of application).

- d. Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

The period of this order is for 12 months.

Failure to comply with the conditions of practice order may result in a harsher sanction at the next review hearing or meeting.

Before the end of the period of the order, a panel will hold a review hearing to see how well Mrs Clements-Hills complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order with another order.

Any future panel reviewing this case would be assisted by Mrs Clements-Hills' engagement in proceedings as well as evidence of her compliance with condition 2.

This will be confirmed to Mrs Clements-Hills in writing.

That concludes this determination.