

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Friday 29 April 2022**

Virtual Hearing

**Name of registrant:** **Victoria Davinia Gray**

**NMC PIN:** 19L0774E

**Part(s) of the register:** Registered Nurse  
Adult - July 2020

**Area of registered address:** Willenhall

**Panel members:** Sarah Hamilton (Chair, lay member)  
Carole Panteli (Registrant member)  
Melanie Tanner (Registrant member)

**Legal Assessor:** John Donnelly

**Hearings Coordinator:** Renee Melton-Klein

**Nursing and Midwifery Council:** Represented by Shabeena Azhar, Case  
Presenter

**Miss Gray:** Present and represented by Hywel Evans,  
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. 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 teamOnce 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 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 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.