

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday 16 March 2022**

Virtual Hearing

Name of registrant: Julie Ann Druce

NMC PIN: 87Y0063W

Part(s) of the register: Registered Nurse
Adult
RN1 – December 2000
RNC December 2000

Area of registered address: Wales

Panel members: Valerie Paterson (Chair, lay member)
Sarah Louise Boynton (Registrant member)
Katriona Crawley (Lay member)

Legal Assessor: Nigel Mitchell

Hearing Coordinator: Chandika Cheekhoory-Hughes-Jones

Nursing and Midwifery Council: Represented by Alastair Kennedy, Case
Presenter

Ms Druce: Present and represented by Ayanna Nelson,
instructed by 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. [PRIVATE]
2. [PRIVATE]
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
7. *You must work for one substantive employer. This employer cannot be an agency.*
8. *You must not be the registered nurse in charge of any shift.*
9. *You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of:*
 - a) *Working at all times while being directly observed by a registered nurse.*

10. *You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least fortnightly to discuss the standard of your performance and your progress. You must provide a report on this progress at least 14 days before any NMC review hearing or meeting.*

11. *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.*

12. *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.*

13. *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*

14. *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.*

15. *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.*

The panel decided to make this interim order for a period of 18 months. The panel determined that this period of time would enable the proper investigation of your case.

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.

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.