

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 30 November 2023**

Virtual Hearing
Nursing and Midwifery Council

Name of Registrant:	Miss Hyacinth Downer
NMC PIN	05A0301E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) 06 September 2005
Relevant Location:	Jersey
Panel members:	Nariane Chantler (Chair, Registrant member) Nicola Bowes (Lay member) Mathew Burton (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Alexandra Smith
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Ms Downer:	Present and represented by Carl Buckley, instructed by 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 varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

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.

Other than when working independently as a sole worker at your current employer, the following conditions apply:

1. You must not be the nurse in charge on any shift.
2. You must ensure that you are supervised by a Registered Nurse any time you are working. Such supervision must consist of working at all times on the same shift as, but not always directly observed by a Registered Nurse.
3. You must not administer medication until you have been formally assessed as competent to do so by a Registered Nurse. You must send a copy of this assessment to the NMC prior to any review.
4. You must meet your line manager, mentor or supervisor on a monthly basis to discuss your clinical performance, with particular reference to medication management and administration, record keeping and end of life care, along with communication in the workplace.
5. You must provide a report from your line manager, mentor or supervisor commenting on your clinical performance, with particular reference to medication management and administration, record keeping and end of life care, along with communication in the workplace. A copy of the report is to be provided to the NMC before every review hearing.

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 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.

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, that you are attending, in respect of nursing practice.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

When working independently as a sole worker, the following conditions apply:

11. You must limit your employment as a registered nurse to your current employer as at the time of this review.
12. You must not administer medication until you have been formally assessed as competent to do so by a Registered Nurse. You must send a copy of this assessment to the NMC prior to any review.
13. You must engage a Registered Nurse, who is currently practising in the care of the elderly, to act as your mentor and inform the NMC within seven days of their appointment, their name, PIN and contact details.
14. You must meet with your identified registered mentor at your place of work on a monthly basis to discuss your clinical performance, with particular reference to medication management and administration, record keeping and end of life care, along with communication in the workplace.
15. You must provide a report from your identified registered mentor commenting on your clinical performance, with particular reference to medication management and administration, record keeping and end of life care, along with communication in the workplace. In addition, the report must comment on your compliance with these conditions. A copy of the report is to be provided to the NMC before every review hearing.
16. You must keep the NMC informed about anywhere you are working by telling your case officer within seven days of leaving your current employment.

17. 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.

18. You must immediately give a copy of these conditions to:

- a) Your employer.
- b) Your mentor.
- c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

19. 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.

20. 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) Your employer.
- b) Your mentor.
- c) Any educational establishment, that you are attending, in respect of nursing practice.
- d) 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.