

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

**Interim Order Review Hearing
Monday, 22 January 2024**

Virtual Hearing

Name of Registrant:	Tracey June Mann
NMC PIN	82Y2553E
Part(s) of the register:	Registered Nurse: Sub Part 1 RN3 Mental Health Nurse L1 – March 1988 RN1 Adult Nurse L1 – May 1985
Relevant Location:	Essex and Uttlesford
Panel members:	Michelle McBreeze (Chair, lay member) Mary Karasu (Registrant member) Barry Greene (Lay member)
Legal Assessor:	John Bromley-Davenport, KC
Hearings Coordinator:	Audrey Chikosha
Nursing and Midwifery Council:	Represented by Kiera Vinall, Case Presenter
Mrs Mann:	Not present and not represented at the hearing.
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 not be the nurse in charge on any shift. You must work at all times on the same shift as, but not always directly observed by a registered nurse.
2. You must not be involved in the medication management and administration, until formally assessed as competent to do so by a registered nurse.
3. You must meet with your line manager, mentor or supervisor on a fortnightly basis to discuss your:
 - a) Medication management and administration
 - b) Record keeping
4. Prior to any NMC review hearing or meeting, you must send your case officer a report from your line manager, mentor or supervisor commenting on your:
 - a) Medication management and administration
 - b) Record keeping
5. 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.

6. 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.
7. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any employer 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.
8. 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.
9. 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 Mrs Mann's 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, Mrs Mann 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Mrs Mann. The NMC will keep Mrs Mann informed of developments in relation to that issue.

This will be confirmed to Mrs Mann in writing.

That concludes this determination.