

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

**Interim Order Review Hearing  
Monday, 21 July 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Mrs Avril Ann Hancox</b>
<b>NMC PIN:</b>	87I0191E
<b>Part(s) of the register:</b>	Nurses part of the register Sub part 1 RN1: Adult nurse, level 1 (12 November 1990)
<b>Relevant Location:</b>	Lancashire
<b>Panel members:</b>	Dale Simon (Chair, lay member) Janet Williams (Registrant member) Sophia Clarke (Lay member)
<b>Legal Assessor:</b>	Natalie Amey-Smith
<b>Hearings Coordinator:</b>	Bartek Cichowlas
<b>Nursing and Midwifery Council:</b>	Represented by Dr Marcia Persaud, Case Presenter
<b>Mrs Hancox:</b>	Not present and unrepresented
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied and continued</b>

## Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the implementation of the following conditions:

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.  
You must not work for an agency.
2. You must not be the nurse in charge of any shift.
3. You must not administer medication unless directly supervised by a registered nurse until you have been formally assessed as competent to do so independently [PRIVATE]
4. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a registered nurse.
5. You must meet fortnightly with your line manager, mentor or supervisor to discuss your clinical performance and wellbeing, with particular reference to the following areas of your practice:
  - Medication administration and management
  - Documentation and record keeping
  - Patient assessment

6. You must submit a report from your line manager, mentor or supervisor, commenting on the standard of your clinical performance, [PRIVATE] and your progress in relation to:

- Medication administration and management
- Documentation and record keeping
- Patient assessment

This report should be sent to your NMC case officer prior to the next hearing or meeting.

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. [PRIVATE]

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 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.

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 confirm but vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mrs Hancox'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 Hancox 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mrs Hancox's case officer will write to him/her/them about this in due course.

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

This will be confirmed to Mrs Hancox in writing.

That concludes this determination.