

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 15 July 2025**

Virtual Hearing

Name of Registrant:	Gillian Hedley-Brown
NMC PIN:	15I0157N
Part(s) of the register:	Registered Nurse – Sub Part 1 Learning Disabilities Nursing (Level 1) – 9 September 2015
Relevant Location:	Northern Ireland
Panel members:	Mahjabeen Agha (Chair, lay member) Michelle Mello (Registrant member) Michaela Higgins (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Fabbiha Ahmed
Nursing and Midwifery Council:	Represented by Nawazish Choudhury, Case Presenter
Miss Hedley Brown:	Not Present and Unrepresented 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 necessary 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, namely [PRIVATE].

2) You must ensure that you are supervised by another registered nurse any time you are working in a patient-facing clinical role. Your 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 meet with your line manager every month to discuss:

- Your general performance and conduct
- Treating patients with dignity and respect
- Identifying and promoting safe and effective practice
- Escalation of concerns regarding safeguarding
- Compliance with these conditions.

4) Prior to any NMC review, you must provide a report from your line manager commenting on:

- Your general performance and conduct
- Treating patients with dignity and respect
- Identifying and promoting safe and effective practice
- Escalation of concerns regarding safeguarding
- Compliance with these conditions.

5) You must keep the NMC informed about anywhere you are working by telling your case officer within seven days of leaving your current employment.

6) You must immediately give a copy of these conditions to:

- a. Any organisation or person you work for.
- b. Any establishment you apply to (at the time of application).

7) 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.

8) 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. [PRIVATE]
- b. Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless Miss Brown'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, Miss Brown 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 Miss Brown. The NMC will write to Miss Brown when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Brown in writing.

That concludes this determination.