

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Thursday, 19 June 2025**

Virtual Meeting

Name of Registrant:	Gaynor Charmaine Ross-Bryar
NMC PIN:	08A0850E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nurse (Level 1) – 22 September 2008
Relevant Location:	North Yorkshire
Panel members:	Godfried Attafua (Chair, registrant member) Nicola Harvey (Registrant member) Elaine Weinbren (Lay member)
Hearings Coordinator:	Catherine Acevedo
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 was of the view that the public would remain suitably protected by the continuation 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 restrict your nursing practice to one substantive employer and you must not undertake any Bank or agency work.
2. You must not administer any medication via injection unless you are directly supervised at all times when undertaking the procedure.
3. You must ensure your record keeping is in line with the NMC guidance for record keeping and adhere to local policies for record keeping.
4. You must meet with your line manager, mentor or supervisor fortnightly to discuss your clinical practice in relation to:
 - a) Vaccination administration
 - b) Record keeping which is compliant with the NMC guidance and local policies
5. You must provide the NMC with a report from your line manager, mentor or supervisor on your performance in relation to the following areas prior to any review of these conditions:
 - a) Vaccination administration

- b) Record keeping which is compliant with the NMC guidance and local policies
- 6. You must undertake training in relation to:
 - a) Management of medication
 - b) Record keeping
- 7. You must provide a copy of your certificates to show evidence of training in relation to:
 - a) Management of medication
 - b) Record keepingwhich must be sent to the NMC prior to any review hearing/meeting.
- 8. You must maintain a reflective practice profile within this you will provide evidence on strengthening of practice in the areas of:
 - a) Medication management
 - b) Record keeping
- 9. 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.
- 10. 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.

11. 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.

12. 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.

13. 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 this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless there has been a material change of circumstances, a panel will review the interim suspension order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mrs Ross-Bryar will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Ross-Bryar is entitled to have the interim suspension order reviewed at a hearing. This means that Mrs Ross-Bryar will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Mrs Ross-Bryar must inform her case officer if she would like the interim suspension order to be reviewed at a hearing.

Even if Mrs Ross-Bryar does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mrs Ross-Bryar and her representative will be invited to attend.

This decision will be confirmed to Mrs Ross-Bryar in writing.

That concludes this determination.