

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

**Interim Order Review Hearing
Tuesday, 7 October 2025**

Virtual Hearing

Name of Registrant:	Nicola Jane Gray
NMC PIN	10C0535E
Part(s) of the register:	Parts of the register
Relevant Location:	RNMH: Mental Health Nurse, Level 1 (22 March 2010) V300: Nurse Independent / Supplementary Prescriber (12 August 2016)
Panel members:	Richard Youds (Chair, Lay member) Anne Rachael Browning (Registrant member) Isobel Leaviss (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by Claire Stevenson, Case Presenter
Miss Gray:	Not present and not represented at this hearing (but written submissions provided by the RCN)
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 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.

1. You must not:
 - a) Practise as a nurse prescriber.
 - b) Prescribe any medication or issue any prescriptions.
2. You must meet with your line manager, mentor or supervisor monthly to discuss the carrying out of your nursing duties (both substantive and bank shifts) including but not limited:
 - a) Your interactions with colleagues.
 - b) Your interactions with patients.

You must send a report of these monthly meetings with your line manager, mentor or supervisor to your NMC case officer as and when they are completed within 7 days.

3. 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.
4. 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).
5. 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.
6. 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.

The panel decided to confirm this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Miss Gray'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 Gray 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, 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. Miss Gray's case officer will write to her about this in due course.

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

This will be confirmed to Miss Gray in writing.

That concludes this determination.