

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 1 July 2026**

Virtual Hearing

Name of Registrant: Hendeika Gray

NMC PIN: 23D1414E

Part(s) of the register: Registered Nursing Associate (NAR) – 07
November 2023

Registered Nurse – Sub Part 1
Adult Nursing – 10 October 2025

Relevant Location: Ashton-under-Lyne

Panel members: Nariane Chantler (Chair, Registrant Member)
Debbie Holroyd (Registrant Member)
Stephanie Hayle (Lay Member)

Legal Assessor: Cyrus Katrak

Hearings Coordinator: Shazmeen Uddin

Nursing and Midwifery Council: Represented by Lisa Poku, Case Presenter

Ms Gray: Present and represented by Simon Holborn
(NMC Watch)

Interim order directed: **Interim conditions of practice order
(18 months)**

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 limit your nursing to a single substantive employer, and this must not be an agency or bank role.
- 2) You must be directly observed when administering medication by a band 6 or above until you have been assessed as competent in medication management and administration.
- 3) You must send evidence of your medication management and administration competency to the NMC within 7 days of completion.
- 4) You must ensure that you are supervised any time you are working (including medication administration once assessed as competent). Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
- 5) [PRIVATE]
- 6) [PRIVATE]

- 7) You must keep us 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.

- 8) 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).

- 9) You must tell your case officer, within 7 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.

- 10) 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 other person(s) involved in your retraining and/or supervision required by these conditions

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

This will be confirmed to you in writing.

That concludes this determination.