

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 1 June 2026**

Virtual Hearing

**Name of Registrant:** Tracy Howells

**NMC PIN:** 22G0061W

**Part(s) of the register:** Registered Nurse - Adult  
RNA – September 2022

**Relevant Location:** Pembrokeshire

**Panel members:** Christopher Taylor (Chair, Registrant member)  
Godfried Attafua (Registrant member)  
Ingrid Lee (Lay member)

**Legal Assessor:** Andrew Reid

**Hearings Coordinator:** Petra Bernard

**Nursing and Midwifery Council:** Represented by Shoba Aziz (Counsel), Case  
Presenter

**Miss Howells:** Present and represented by Samantha Madden  
(Counsel), instructed by the Royal College of  
Nursing (RCN)

**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 practice to a single substantive employer, which must not be an agency. You must not undertake any bank work.
2. You must be directly supervised by another registered nurse any time you are managing or administering medication or when providing palliative and end stage care to patients.
3. You must be indirectly supervised at all other times by another registered nurse. This must consist of working on the same shift as, but not always directly observed by, another registered nurse.
4. You must work with your line manager or supervisor to create a personal development plan (PDP). Your PDP must address the concerns identified and specifically include lymphoedema and cellulitis management, record keeping, medicines administration and palliative care.
5. You must send your case officer a copy of your PDP within four weeks of your return to work.

6. You must meet with your line manager, mentor or supervisor every two weeks to discuss the following:
  - Your PDP
  - Palliative care
  - Record keeping
  - Medication management
  - Communication with patients, patient relatives and colleagues
  - Duty of candour
  - Lymphoedema and cellulitis management
  - [PRIVATE].
  
7. You must send the NMC a report from your line manager, mentor or supervisor in advance of every review commenting on your progress in relation to:
  - Your PDP
  - Palliative care
  - Record keeping
  - Medication management
  - Communication with patients, patient relatives and colleagues
  - Duty of candour
  - Lymphoedema and cellulitis management
  - [PRIVATE].
  
8. 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.

9. 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.
  
10. 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.
  
11. 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.
  
12. 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.

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.