

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 25 March 2026**

Virtual Hearing

Name of Registrant:	Tracey Louise Standham
NMC PIN:	97I7201E
Part(s) of the register:	Registered Adult Nurse (March 2001)
Relevant Location:	Lincolnshire
Panel members:	Yvonne Wilkinson (Chair, registrant member) Rajesh Jayadevan (Registrant member) David Brown (Lay member)
Legal Assessor:	Karen Rea
Hearings Coordinator:	Daisy Sims
Nursing and Midwifery Council:	Represented by Robert Rye, Case Presenter
Miss Standham:	Present and represented by Amy Kinney, counsel instructed by the Royal College of Nursing ('RCN')
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

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 restrict your nursing practice to one substantive employer.
2. You must not carry out any Bank or agency work.
3. You must work in a non-patient facing role. You must not have any direct or indirect contact with patients or visitors under the age of 16.
4. You must keep us 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.
5. You must immediately give a copy of these conditions to your current employer.
6. 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.

7. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with your current employer.

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

This will be confirmed to Miss Sandham in writing.

That concludes this determination.