

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday 1 May 2024**

Virtual Hearing

Name of Registrant:	Jessica Sophie Gray
NMC PIN	1911519E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) 5 March 2020
Relevant Location:	England, Suffolk
Panel members:	Dr Gary Tanner (Chair, Lay member) Louise Jones (Lay member) Cathrine Lund (Registrant member)
Legal Assessor:	Natalie Amey-Smith
Hearings Coordinator:	Sophie Cubillo-Barsi
Nursing and Midwifery Council:	Represented by Rowena Wisniewska, Case Presenter
Miss Gray:	Not present and unrepresented at the hearing
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 which must not be an agency.

2. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse of band 6 or above.

3. You must meet with your line manager, mentor or supervisor on a monthly basis to discuss your performance in relation to:
 - Medication administration
 - Record keeping and documentation
 - Escalation of care

4. You must provide a report from your line manager, mentor or supervisor to the NMC prior to any review hearing that discusses your performance in relation to:
 - Medication administration
 - Record keeping and documentation
 - Escalation of care

5. 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.

6. 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.

7. 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.

8. 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 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's or the 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Gray. The NMC will write to Miss Gray when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Gray in writing.

That concludes this determination.