

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 25 July 2024**

Virtual Hearing

Name of Registrant:	Hyacinth Downer
NMC PIN	05A0301E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 06 September 2005
Relevant Location:	Jersey
Panel members:	Maureen Gunn (Chair, Registrant member) Liane Powell (Registrant member) Dee Rogers (Lay member)
Legal Assessor:	Melissa Harrison
Hearings Coordinator:	John Kennedy
Nursing and Midwifery Council:	Represented by Isabella Kirwan, Case Presenter
Miss Downer:	Present and represented by Jerome Burch, instructed by Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an interim conditions of practice order.

As such it determined that the following conditions were 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.

Other than when working independently as a sole worker, in the role of a registered nurse the following conditions apply:

1. You must not be the nurse in charge on any shift.
2. You must ensure that you are supervised by a Registered Nurse any time you are working. Such supervision must consist of working at all times on the same shift as, but not always directly observed by a Registered Nurse.
3. You must not administer and/or manage medication until you have been formally assessed as competent to do so by a Registered Nurse. You must send a copy of this assessment to the NMC within seven days of being assessed as competent.
4. You must meet your line manager, mentor or supervisor on a monthly basis to discuss your clinical performance, with particular reference to medication management and administration, record keeping and care of deteriorating patients, along with communication in the workplace.
5. You must provide a report from your line manager, mentor or supervisor commenting on your clinical performance, with particular reference to medication

management and administration, record keeping and care of deteriorating patients, along with communication in the workplace. A copy of the report is to be provided to the NMC before every review hearing.

When working independently as a sole worker, in the role of a registered nurse the following conditions apply:

6. You must limit your employment as a registered nurse to one substantive employer. Where this is an agency, this must be for a placement period of not less than three months.
7. You must not administer medication until you have been formally assessed as competent to do so by another Registered Nurse. You must send a copy of this assessment to the NMC within seven days of being assessed as competent.
8. You must engage a Registered Nurse to act as your mentor and inform the NMC within seven days of their appointment, their name, PIN and contact details.
9. You must meet with your identified registered mentor either remotely or in person on a monthly basis to discuss and reflect on your clinical performance, with particular reference to medication management and administration, record keeping and care of deteriorating patients, along with communication in the workplace.
10. You must provide a report from your identified registered mentor commenting on your clinical performance, with particular reference to medication management and administration, record keeping, care of deteriorating patients, and communication. In addition, the report must comment on your compliance with these conditions. A copy of the report is to be provided to the NMC before every review hearing.

The following conditions apply to any settings where you work as a registered nurse:

11. You must keep the NMC informed about anywhere you are working by telling your case officer within seven days of leaving your current employment.

12. 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.

13. You must immediately give a copy of these conditions to:
 - a) Your employer.
 - b) Your mentor.
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

14. 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.

15. 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) Your employer.
 - b) Your mentor.
 - c) Any educational establishment, that you are attending, in respect of nursing practice.
 - d) Any other person(s) involved in your retraining and/or supervision required by these conditions.

This interim conditions of practice order will continue for the remainder of the order originally imposed, namely 18 months.

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 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 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 panel at an administrative meeting. Your case officer will write to you 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 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.