

**Nursing and Midwifery Council  
Fitness to Practise Committee**

**Interim Order Review Hearing  
Friday, 19 July 2024**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Tracey Dawn James</b>
<b>NMC PIN:</b>	07L0328E
<b>Part(s) of the register:</b>	Nurses part of the register Sub part 1 RNC: Children's nurse, level 1 (14 March 2008)
<b>Panel members:</b>	Anthony Griffin (Chair, lay member) Jonathan Coombes (Registrant member) Joanne Stewart (Lay member)
<b>Legal Assessor:</b>	Cyrus Katrak
<b>Hearings Coordinator:</b>	Franchessca Nyame
<b>Nursing and Midwifery Council:</b>	Represented by Omar Soliman, Case Presenter
<b>Miss James:</b>	Not present and unrepresented at hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## 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 confirmation 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 not return to practice as a registered nurse until signed off as fit to do so by:
  - a) [PRIVATE].
  - b) [PRIVATE].
  - c) [PRIVATE].*
2. *You must limit your nursing practice to one substantive employer. This cannot be an agency.*
3. *You must not be the nurse in charge on any shift.*
4. *You must ensure that you are supervised by a registered nurse at any time when 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.**
5. *You must meet with your line manager, supervisor or mentor monthly to discuss your clinical performance and conduct. You must obtain a report from your line manager, supervisor or mentor containing details and comments on the standard of your clinical performance and conduct. You must send your case officer the report, prior to each review.*

6. *Once you return to practice, you must keep your work under review. You must immediately limit or stop your practice if you are advised by:*

- a) *[PRIVATE].*
- b) *[PRIVATE].*
- c) *[PRIVATE].*

7. *Whether or not you are working as a registered nurse at the time your case is reviewed, you must obtain a report from:*

- a) *[PRIVATE].*
  - b) *[PRIVATE].*
  - c) *[PRIVATE].*
- [PRIVATE].*

8. *You must follow the arrangements the NMC makes for you to undergo the following tests prior to each review:*

- *[PRIVATE]*

9. *You must immediately give a copy of these conditions to:*

- a) *[PRIVATE].*
- b) *[PRIVATE].*
- c) *[PRIVATE].*

10. *You must allow:*

- a) *[PRIVATE].*
  - b) *[PRIVATE].*
  - c) *[PRIVATE].*
- [PRIVATE].*

11. *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.*

*12. 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.*

*13. 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.*

*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) Any current or future employer.*

*b) Any educational establishment.*

*c) Any person (s) involved in your retraining and/or supervision required by these conditions.'*

Unless Miss James' 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 James 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, 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 James' case officer will write to her about this in due course.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss James. The NMC will keep Miss James informed of developments in relation to that issue.

This will be confirmed to Miss James in writing.

That concludes this determination.