

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

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| Name of Registrant: | Gaynor Charmaine Ross-Bryar |
| NMC PIN: | 08A0850E |
| Part(s) of the register: | Registered Nurse – Sub Part 1 Adult Nursing (level 1) – 23 September 2008 |
| Relevant Location: | North Yorkshire |
| Panel members: | Mahjabeen Agha (Chair, Lay member) Judith Shevlin (Registrant member) Ian Hanson (Lay member) |
| Legal Assessor: | Andrew Reid |
| Hearings Coordinator: | Petra Bernard |
| Nursing and Midwifery Council: | Represented by Joy Isaacs, Case Presenter |
| Mrs Ross-Bryar : | Not present and unrepresented |
| 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 restrict your nursing practice to one substantive employer and you must not undertake any Bank or agency work.
2. You must not administer any medication via injection unless you are directly supervised at all times when undertaking the procedure.
3. You must ensure your record keeping is in line with the NMC guidance for record keeping and adhere to local policies for record keeping.
4. You must meet with your line manager, mentor or supervisor fortnightly to discuss your clinical practice in relation to:
 - Vaccination administration
 - Record keeping which is compliant with the NMC guidance and local policies
5. You must provide the NMC with a report from your line manager, mentor or supervisor on your performance in relation to the following areas prior to any review of these conditions:
 - Vaccination administration
 - Record keeping which is compliant with the NMC guidance and local policies

6. You must undertake training in relation to:
 - Management of medication
 - Record keeping

7. You must provide a copy of your certificates to show evidence of training in relation to:
 - Management of medication
 - Record keeping which must be sent to the NMC prior to any review hearing/meeting.

8. You must maintain a reflective practice profile within this you will provide evidence on strengthening of practice in the areas of:
 - Medication management
 - Record keeping

9. 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.

10. 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.

11. 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.

12. 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.

13. 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 make this interim order for a period of 18 months. The panel considered 18 months to be appropriate to allow the NMC time to complete its investigation as their investigations are at an early stage.

Unless Mrs Ross-Bryar'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, Mrs Ross Bryar 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 Mrs Ross-Bryar. The NMC will write to Mrs Ross-Bryar when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Ross-Bryar in writing.

That concludes this determination.