

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

**Interim Order Review Hearing  
Thursday 6 June 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Tracey Michelle Francis
<b>NMC PIN</b>	82A3224E
<b>Part(s) of the register:</b>	Registered Nurse – Sub part 1 Adult Nursing, level 1 – 4 April 1985
<b>Relevant Location:</b>	Derbyshire
<b>Panel members:</b>	Susan Thomas (Chair, Lay member) Helen Reddy (Registrant member) Tricia Breslin (Lay member)
<b>Legal Assessor:</b>	Natalie Amey-Smith
<b>Hearings Coordinator:</b>	Sophie Cubillo-Barsi
<b>Nursing and Midwifery Council:</b>	Represented by Lucie Danti, Case Presenter
<b>Tracey Michelle Francis:</b>	Not present and unrepresented at the 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 replaced with an interim suspension order</b>

## **Decision and reasons on interim order**

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

Unless there has been a material change of circumstances, a reviewing panel will review the interim suspension order at an administrative meeting within the next six months. A reviewing panel will be invited by the NMC to confirm the interim suspension order at this meeting and Mrs Francis will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Francis is entitled to have the interim suspension order reviewed at a hearing. This means that Mrs Francis will be able to attend and make representations, send a representative on Mrs Francis' behalf or submit written representations about whether the interim order continues to be necessary. Mrs Francis must inform her case officer if she would like the interim suspension order to be reviewed at a hearing.

Even if Mrs Francis does not request a hearing, where there has been a material change of circumstances that might mean that the interim suspension order should be revoked or replaced, a reviewing panel will review the interim suspension order at a hearing which Mrs Francis and her representative will be invited to attend.

Mrs Francis should notify the NMC immediately of any material change of circumstances that may affect the interim order.

At any time, Mrs Francis or the NMC may ask for the interim order to be reviewed by a panel if any relevant new information becomes available.

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

This will be confirmed to Mrs Francis in writing.

That concludes this determination.