

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 23 May 2024**

Virtual Hearing

Name of Registrant: Lucy Victoria Herrick

NMC PIN: 10K1561E

Part(s) of the register: Registered Specialist Comm Public Health Nurse – September 2014
Registered Nurse
Adult Nursing – February 2011
Community Practitioner Nurse Prescriber
V100 - October 2014

Panel members: Mahjabeen Agha (Chair, lay member)
Lynn Bayes (Registrant member)
Nicola Bowes (Lay member)

Legal Assessor: Attracta Wilson

Hearings Coordinator: Ruth Bass

Nursing and Midwifery Council: Represented by Francis Graydon, Counsel instructed by the NMC

Miss Herrick: Present and represented by Monique Bouffe, Counsel instructed by the Royal College of Nursing (RCN)

Interim order to be reviewed: Interim conditions of practice order (12 months)

Outcome of review: Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

It was satisfied that the public would remain suitably protected by the implementation of the following varied 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 limit your nursing practice to one substantive employer, namely ATOS Healthcare.
2. You must keep your work under review. [PRIVATE].
3. [PRIVATE]
4. You must meet at least monthly with your line manager, mentor or supervisor to discuss your:
 - Workload
 - [PRIVATE].
5. Prior to any review, you must obtain a report from your line manager, mentor or supervisor in relation to Condition 4 which comments upon your:
 - Workload
 - [PRIVATE].

You must provide this report to the NMC prior to any review hearing.

6. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your case officer within seven days of leaving your current employment.

7. 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.

8. 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.

9. 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.

10. 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.

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

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless your case has already been concluded, this interim order must be reviewed if further extended by the High Court, 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, 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. 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.