

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

**New Interim Order Hearing
Thursday, 19 September 2024**

Virtual Hearing

Name of Registrant:	Nicola Jane Gray
NMC PIN	10C0535E
Part(s) of the register:	RNMH: Mental Health Nurse, Level 1 (22 March 2010) V300: Nurse Independent / Supplementary Prescriber (12 August 2016)
Relevant Location:	England
Panel members:	Avril O'Meara (Chair, Lay member) Vivienne Cooper-Thorne (Registrant member) Helen Kitchen (Lay member)
Legal Assessor:	Sean Hammond
Hearings Coordinator:	Eidvile Banionyte
Nursing and Midwifery Council:	Represented by Beverley Da Costa, Case Presenter
Miss Gray:	Present and represented by Jayesh Jotangia, instructed by the Royal College of Nursing ('RCN')
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.

1. You must not:
 - a) Practise as a nurse prescriber.
 - b) Prescribe any medication or issue any prescriptions.

2. 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.

3. You must immediately give a copy of these conditions to:
 - a) Any organisation or person you work for.
 - b) Any agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).

4. 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.

5. 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.

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 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.

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

This will be confirmed to registrant in writing.

That concludes this determination.