

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

**Interim Order Review Hearing
Thursday, 6 February 2025**

Virtual Hearing

Name of Registrant:	Victoria Lynne Hinks
NMC PIN:	17F2327E
Part(s) of the register:	Registered Nurse - Mental Health RNMH – 25 June 2018
Relevant Location:	England
Panel members:	Gregory Hammond (Chair, lay member) Esther Craddock (Registrant member) Linda Redford (Lay member)
Legal Assessor:	Neil Fielding
Hearings Coordinator:	Ifeoma Okere
Nursing and Midwifery Council:	Represented by Mohsin Malik, Case Presenter
Miss Hinks:	Not Present and unrepresented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order

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 may only have one substantive employer; this must not be an agency.
2. You must not be the nurse in charge on any shift.
3. You must not work in a registered mental health nurse role where patient restraint is a regular expectation of the role.
4. You must ensure you are supervised anytime you are working. This supervision should consist of, working at all times on the same shift as but not always directly observed by another registered nurse.
5. You must meet monthly with your line manager/mentor/or supervisor to discuss:
 - a) Your interaction with patients.
 - b) Conflict management and de-escalation.
 - c) Safeguarding vulnerable patients.
 - d) Treating patients with dignity and respect.
6. Prior to each review you must provide the NMC with a report from your line manager/mentor/supervisor commenting on:
 - a) Your interaction with patients.
 - b) Conflict management and de-escalation.
 - c) Safeguarding vulnerable patients.

- d) Treating patients with dignity and respect.
7. 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.
 8. 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.
 9. 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.
 10. 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.
 11. 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.

Unless Miss Hinks' 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 Hinks 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 Miss Hinks. The NMC will keep Miss Hinks informed of developments in relation to that issue.

This will be confirmed to Miss Hinks in writing.

That concludes this determination.