

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

**Interim Order Review Hearing  
Tuesday, 14 January 2025**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Hyacinth Downer</b>
<b>NMC PIN</b>	05A0301E
<b>Part(s) of the register:</b>	Nurses part of the register Sub part 1 RNA: Adult nurse, level 1 (6 September 2005)
<b>Relevant Location:</b>	Jersey
<b>Panel members:</b>	Peter Wrench (Chair, Lay member) Janet Fitzpatrick (Registrant member) Tricia Breslin (Lay member)
<b>Legal Assessor:</b>	Jayne Salt
<b>Hearings Coordinator:</b>	Eleanor Wills
<b>Nursing and Midwifery Council:</b>	Represented by Unyime Davies, Case Presenter
<b>Ms Downer:</b>	Not Present and not represented at this 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 order confirmed</b>

## 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.

Other than when working independently as a sole worker, in the role of a registered nurse the following conditions apply:

1. You must not be the nurse in charge on any shift.
2. You must ensure that you are supervised by a Registered Nurse any time you are working. Such supervision must consist of working at all times on the same shift as, but not always directly observed by a Registered Nurse.
3. You must not administer and/or manage medication until you have been formally assessed as competent to do so by a Registered Nurse. You must send a copy of this assessment to the NMC within seven days of being assessed as competent.
4. You must meet your line manager, mentor or supervisor on a monthly basis to discuss your clinical performance, with particular reference to medication management and administration, record keeping and care of deteriorating patients, along with communication in the workplace.
5. You must provide a report from your line manager, mentor or supervisor commenting on your clinical performance, with particular reference to medication

management and administration, record keeping and care of deteriorating patients, along with communication in the workplace. A copy of the report is to be provided to the NMC before every review hearing.

When working independently as a sole worker, in the role of a registered nurse the following conditions apply:

6. You must limit your employment as a registered nurse to one substantive employer. Where this is an agency this must be for a placement period of not less than three months.

7. You must not administer medication until you have been formally assessed as competent to do so by another Registered Nurse. You must send a copy of this assessment to the NMC within seven days of being assessed as competent.

8. You must engage a Registered Nurse to act as your mentor and inform the NMC within seven days of their appointment, their name, PIN and contact details.

9. You must meet with your identified registered mentor either remotely or in person on a monthly basis to discuss and reflect on your clinical performance, with particular reference to medication management and administration, record keeping and care of deteriorating patients, along with communication in the workplace.

10. You must provide a report from your identified registered mentor commenting on your clinical performance, with particular reference to medication management and administration, record keeping, care of deteriorating patients, and communication. In addition, the report must comment on your compliance with these conditions. A copy of the report is to be provided to the NMC before every review hearing.

The following conditions apply to any settings where you work as a registered nurse:

11. You must keep the NMC informed about anywhere you are working by telling your case officer within seven days of leaving your current employment.

12. 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.

13. You must immediately give a copy of these conditions to:

- a) Your employer.
- b) Your mentor.
- c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

14. 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.

15. 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) Your employer.
- b) Your mentor.
- c) Any educational establishment, that you are attending, in respect of nursing practice.
- d) Any other person(s) involved in your retraining and/or supervision required by these conditions.

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

Unless Ms Downer'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, Ms Downer 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 Ms Downer. The NMC will keep Ms Downer informed of developments in relation to that issue.

This will be confirmed to Ms Downer in writing.

That concludes this determination.