

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 28 January 2025**

Virtual Hearing

Name of Registrant:	Tracey Ann Hillier
NMC PIN	8911552E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – Level 1 (28 January 1993)
Relevant Location:	Buckinghamshire
Panel members:	Godfried Attafua (Chair, registrant member) Georgia Kontosorou (Registrant member) Hazel Wilford (Lay member)
Legal Assessor:	Graeme Henderson
Hearings Coordinator:	Rebecca Wagner
Nursing and Midwifery Council:	Represented by Shazia Malik, Case Presenter
Miss Hillier:	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 must limit your practice to one substantive employer. This must not be an agency.
2. You must not be the nurse in charge of any shift or the sole nurse on duty on any shift.
3. You must ensure all mandatory training is completed and up to date. You must provide evidence of your up-to-date completion of your mandatory training to your NMC case officer prior to the next NMC review.
4. You must ensure that you are indirectly supervised any time you are working. This supervision must consist of working on the same shift as, but not always directly observed by a Registered Nurse.
5. You must ensure that you are directly supervised by another Registered Nurse any time you are administering or managing medication until formally assessed as competent by a Registered Nurse. Evidence of successful completion of your medication administration and management competency must be sent to your NMC case officer within 7 days of completion.

6. You must attend monthly meetings with your designated manager/ supervisor to discuss your performance in relation to your:
 - a) Medication administration and management
 - b) Record keeping and communication
 - c) Management of insulin with diabetic patients
 - d) Ability to identify and escalate signs and symptoms of deteriorating patients, specifically in relation to:
 - i. Sepsis
 - ii. NEWS2 score calculations
 - e) Leadership, management and delegation skills

7. You must obtain a report from your designated manager/supervisor in relation to your discussions and progress on the topics outlined in condition six. The report must be provided to your case officer prior to the next NMC review.

8. 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.

9. 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.

10. 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.
11. 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.
12. 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'

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

Unless Miss Hillier'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, Miss Hillier 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. Miss Hillier's case officer will write to her 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 Miss Hillier. The NMC will write to her when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Hillier in writing.

That concludes this determination.