

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday 3 March 2023**

Virtual Hearing

Name of Registrant:	Julie Ann Druce
NMC PIN	87Y0063W
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 12 November 1991 Registered Nurse – Sub Part 1 Children’s Nursing – 02 May 2000
Relevant Location:	Rhondda Cynon Taf
Panel members:	Rama Krishnan (Chair, Lay member) Hayley Ball (Registrant member) Anne Brown (Lay member)
Legal Assessor:	Andrew Granville-Stafford
Hearings Coordinator:	Claire Stevenson
Nursing and Midwifery Council:	Represented by Brittany Buckell, Case Presenter
Miss Druce:	Not present and not represented
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. [PRIVATE]
2. [PRIVATE]
3. [PRIVATE]
4. [PRIVATE]
5. [PRIVATE]
6. [PRIVATE]
7. You must not be the registered nurse in charge of any shift.
8. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of:
 - (i) Working at all times while being directly observed by a registered nurse.
9. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least fortnightly to discuss the standard of your performance and your progress. You must provide a report

on this progress at least 14 days before any NMC review hearing or meeting.

10. 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.

11. 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.

12. 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.

13. You must tell your case officer, within seven days of your becoming aware of:
 - a. Any clinical incident you are involved in.
 - b. You must immediately give a copy of these conditions to any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed

capacity. Any disciplinary proceedings taken against you.

14. 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 continue the existing interim conditions of practice order as above and it will run for the remainder of the current interim order.

Unless Miss Druce'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 Druce 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.

This will be confirmed to Miss Druce in writing.

That concludes this determination.