

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 30 April 2024**

Virtual Hearing

Name of Registrant:	Joanna Hackett
NMC PIN	14A0986E
Part(s) of the register:	Registered Nurse Adult RNA – March 2014
Relevant Location:	Bracknell
Panel members:	Jill Robinson (Chair, registrant member) Liane Powell (Registrant member) Matthew Burton (Lay member)
Legal Assessor:	Natalie Byrne
Hearings Coordinator:	Samara Baboolal
Nursing and Midwifery Council:	Represented by Richard Webb, Case Presenter
Miss Hackett:	Present and represented by John Mackell, 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.

It has therefore 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 nursing practice to one substantive employer. This must not be an agency.
2. You must not work as the nurse in charge of any shift.
3. You must ensure that you are supervised any time you are working. Your supervision must consist of:
 - a) Being directly observed by another registered nurse for medication administration until you are assessed and signed off as competent by a nurse of Band 6 or above. Evidence of the successful assessment should be sent to your case officer within 2 weeks having been assessed.
 - b) Working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must attend fortnightly meetings with your clinical line manager or supervisor to discuss your clinical workload,

medications management and administration, record keeping, and infection control.

5. Prior to your next review, you must obtain a report from your clinical line manager or supervisor detailing your compliance with these conditions and your clinical practice in relation to your medications management and administration, record keeping, and infection control.
6. 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.
7. 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.
8. 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.

9. 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.

10. 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 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 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 order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.