

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday 07 November 2022**

Virtual Hearing

Name of Registrant:	Jodie Nicole Augustus
NMC PIN:	16H1490E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult (Level 1) – 13 September 2017
Relevant Location:	Wiltshire
Panel members:	Iwan Dowie (Chair, Registrant member) Jill Wells (Lay member) Sally Allbeury (Lay member)
Legal Assessor:	Peter Jennings
Hearings Coordinator:	Nandita Khan Nitol
Nursing and Midwifery Council:	Represented by Katharine Muir, Case Presenter
Miss Augustus:	Not present and not represented in the hearing
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 was of the view that the public would remain suitably protected by the continuation of the following conditions:

‘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, which must not be an agency.
2. You must not work as nurse in charge of a shift, ward or unit.
3. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse of equal or more senior position to you.
4. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about:
 - Your assessment of and escalation of deteriorating patients;
 - Effective time management and your management of patient caseloads;
 - Communication;
 - Accurate and timely documentation.

You must:

- a. Send your NMC case officer a copy of your PDP prior to any NMC review hearing.
- b. Meet with your line manager, mentor or supervisor at least every fortnight to discuss your progress towards achieving the aims set out in your PDP.
- c. Send your case officer a report from your line manager, mentor or supervisor prior to any review hearing. This report must show your progress towards achieving the aims set out in your PDP.

5. [PRIVATE]

6. You must keep the NMC informed about anywhere you are working by:
 - a. Telling your NMC case officer within seven days of accepting or leaving any employment.
 - b. Giving your NMC 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
 - d. 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.

9. You must tell your NMC 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 NMC 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'

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 Augustus' 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 Augustus 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 Augustus' 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 Augustus. The NMC will write to Miss Augustus when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Augustus in writing.

That concludes this determination.