

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Tuesday, 23 April 2024**

Virtual Meeting

Name of Registrant:	Sheeba Joseph
NMC PIN	19H04630
Part(s) of the register:	Registered Nurse Adult Nursing – 15 August 2019
Relevant Location:	Cheshire
Panel members:	Jill Wells (Chair, lay member) Judith Francois (Registrant member) Stephanie Hayle (Lay member)
Hearings Coordinator:	Monowara Begum
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 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 not be the nurse in charge of any shift.*
2. *You must ensure that you are indirectly supervised by another registered nurse any time you are working. This 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 meet with your line manager, supervisor or mentor at least every month to discuss your performance in relation to:*
 - a) *Clinical assessment of patients;*
 - b) *Medication administration;*
 - c) *Escalating concerns;*
 - d) *Hand-overs;*
 - e) *Documentation and record-keeping.*
4. *You must obtain a report from your line manager, supervisor or mentor and you must send this report to the NMC prior to any review. The report must comment on your performance in relation to:*
 - a) *Clinical assessment of patients;*
 - b) *Medication administration;*
 - c) *Escalating concerns;*
 - d) *Hand-overs;*
 - e) *Documentation and record-keeping.*

5. *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.*

6. *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.*

7. *You must immediately give a copy of these conditions to:*
 - a) *Any organisation or person you work for.*
 - b) *Any agency you apply to or are registered with for work.*
 - c) *Any employers you apply to for work (at the time of application).*
 - d) *Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.*
 - e) *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*

8. *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.*

9. *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 there has been a material change of circumstances, a panel will review the interim conditions of practice order at an administrative meeting within the next six months. The reviewing panel will be invited by the NMC to confirm the order at this meeting and Mrs Joseph will be notified of that panel's decision in writing following that meeting.

Alternatively, Mrs Joseph is entitled to have the interim conditions of practice order reviewed at a hearing. This means that Mrs Joseph will be able to attend and make representations, send a representative on her behalf or submit written representations about whether the order continues to be necessary. Mrs Joseph must inform her case officer if she would like the interim conditions of practice order to be reviewed at a hearing.

Even if Mrs Joseph does not request a hearing, where there has been a material change of circumstances that might mean that the order should be revoked or replaced, a panel will review the order at a hearing to which Mrs Joseph and her representative will be invited to attend.

This decision will be confirmed to Mrs Joseph in writing.

That concludes this determination.