

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday, 18 April 2024**

Virtual Hearing

Name of Registrant:	Jacqueline Metcalf
NMC PIN:	85K0686E
Part(s) of the register:	Registered Nurse – Sub Part 2 Nursing (Level 2) 22 December 1987 Registered Nurse – Sub Part 1 Adult Nursing (Level 1) 21 October 1997
Relevant Location:	Liverpool
Panel members:	Rama Krishnan (Chair, lay member) Sarah Hewetson-Grubb (Registrant member) Elaine Weinbren (Lay member)
Legal Assessor:	Tim Bradbury
Hearings Coordinator:	Monowara Begum
Nursing and Midwifery Council:	Represented by Dr Francis Graydon, Case Presenter
Mrs Metcalf:	Not present and not represented at the hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 nursing practice to one substantive employer and if this is for an agency, any placement should not be less than 3 months.
2. You must not be the sole registered nurse on duty at any time.
3. You must ensure that you are indirectly 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, another registered nurse. This supervision should continue until you have been assessed and deemed competent in the following areas:
 - a) Assessment (including observations), management and escalation of the deteriorating patient.
 - b) Record keeping.
4. You must meet with your line manager, mentor or supervisor at least every four weeks to discuss your practice and progress in the following areas:
 - a) Assessment (including observations), management and escalation of the deteriorating patient.
 - b) Record keeping.

5. You must send a report before the next review hearing from your line manager, mentor or supervisor commenting on your progress and competence in:
 - a) Assessment (including observations), management and escalation of the deteriorating patient.
 - b) Record keeping.

6. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your case officer within 7 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 Mrs Metcalf'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, Mrs Metcalf 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. Mrs Metcalf'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 Mrs Metcalf. The NMC will write to Mrs Metcalf when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Metcalf in writing.

That concludes this determination.