

**Nursing and Midwifery Council
Investigating Committee**

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

Virtual Hearing

Name of Registrant:	Jane Prudence Smallwood
NMC PIN	07H0558E
Part(s) of the register:	Registered Nurse Adult – RNA – March 2008
Relevant Location:	East Sussex
Panel members:	Judith Ebbrell (Chair, registrant member) Yvonne Wilkinson (Registrant member) Amy Barron (Lay member)
Legal Assessor:	Nigel Mitchell
Hearings Coordinator:	Khatra Ibrahim
Nursing and Midwifery Council:	Represented by Hena Patel, Case Presenter
Mrs Smallwood:	Not present and unrepresented 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 a single substantive employer or, if working as an agency nurse, any such placement must be for a minimum of three months.
2. You must ensure that you are directly supervised by a registered nurse any time you are managing and or administering medication until deemed competent to do so by a registered nurse.
3. You must ensure that you are supervised by a registered nurse any time you are working. Except as referred to in condition 2, your supervision must consist of:
 - a. Working at all times on the same shift as, but not always directly observed by, a registered nurse.
4. You must not be the nurse in charge of any shift.
5. You must meet with your line manager/supervisor/mentor fortnightly to discuss the clinical care you are providing and your general performance. You must obtain and provide the NMC with a report from your line manager/supervisor/mentor prior to any review hearing.
6. You must keep us 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 us 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 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.

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

This will be confirmed to Mrs Smallwood in writing.

That concludes this determination.