

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Substantive Order Review Hearing
Monday, 11 March 2024**

Virtual Hearing

Name of Registrant:	Joanna Elizabeth Parker
NMC PIN	93D1556E
Part(s) of the register:	Registered Nurse – Sub Part 1 Registered Midwife Adult Nursing – June 1996 Midwifery – January 2001
Relevant Location:	London Borough of Redbridge
Type of case:	Health
Panel members:	Mary Hattie (Chair, registrant member) Bernadette Nipper (Registrant member) Susan Ellerby (Lay member)
Legal Assessor:	Graeme Dalgleish
Hearings Coordinator:	Flynn Cammock-Nicholls
Nursing and Midwifery Council:	Represented by Simran Ghotra
Mrs Parker:	Not present and not represented at the hearing
Order being reviewed:	Conditions of practice order (12 months)
Fitness to practise:	Impaired
Outcome:	Varied conditions of practice order (6 months) to come into effect on 18 April 2024 in accordance with Article 30 (1)

Decision and reasons on review of the substantive order

The panel decided to vary the current conditions of practice order.

Accordingly, the panel determined, pursuant to Article 30(1)(c) to make a conditions of practice order for a period of 6 months, which will come into effect on the expiry of the current order, namely at the end of 18 April 2024. It decided to impose the following conditions which it considered are appropriate and proportionate in this case:

'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 keep us informed about anywhere you are working by:
 - a) Telling your case officer within seven days of accepting or leaving your employment.
 - b) Giving your case officer your employer's contact details.

2. 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.

3. 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) [PRIVATE].

f) [PRIVATE].

g) [PRIVATE].

h) [PRIVATE].

4. 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.

5. 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 supervision required by these conditions.

6. [PRIVATE].

7. [PRIVATE]

8. [PRIVATE].

9. [PRIVATE].

10.[PRIVATE].

11. You must meet with your line manager, mentor, or supervisor (or their nominated deputy) at least every month to discuss the standard of your performance.

The period of this order is for 6 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 18 April 2024 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well Mrs Parker has complied with the order. At the review hearing the panel may revoke the order or any condition of it, it may confirm the order or vary any condition of it, or it may replace the order for another order.

Any future panel reviewing this case would be assisted by:

- Clarity of her future intentions with regard to remaining on the register.
- Her continued engagement with the NMC.
- Evidence of Mrs Parker's compliance with the conditions of practice order above.
- If relevant, a reflective piece that details [PRIVATE] and how she has strengthened her practice since this order was imposed.
- Testimonials from any employment (paid or unpaid).
- Evidence of any training and/or professional development undertaken.

This will be confirmed to Mrs Parker in writing.

That concludes this determination.