

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

**Substantive Order Review Hearing
Friday, 15 May 2020**

Virtual Hearing

Name of registrant:	Joyce Anna Stathers
NMC PIN:	08G0314E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing – 8 September 2008
Area of registered address:	Tyne and Wear
Type of case:	Misconduct
Panel members:	Kathryn Eastwood (Chair, Registrant member) Manjit Darby (Registrant member) James Hurden (Lay member)
Legal Assessor:	Fiona Barnett
Panel Secretary:	Akunna Iwuagwu
Nursing and Midwifery Council:	Represented by Zainab Mohamed, Case Presenter
Mrs Stathers:	Present and represented by Georgia Chapple, from the Royal College of Nursing (RCN)
Order being reviewed:	Conditions of practice order (6 months)
Outcome:	Conditions of practice order (12 months) to come into effect at the end of 22 June 2020 in accordance with Article 30 (1).

The panel decided that the public would be suitably protected as would the reputation of the profession by the imposition of the following conditions of practice:

1. [PRIVATE].
2. At any time that you are employed or otherwise providing nursing services, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer. This supervision may be indirect but must include regular meetings at least monthly in person to discuss your progress and any challenges you are facing.
3. [PRIVATE].
4. You may not work as a bank or agency nurse.
5. [PRIVATE].
6. [PRIVATE].
7. [PRIVATE].
8. [PRIVATE].
9. You must tell the NMC within 14 days of any nursing or midwifery appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.
10. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary

proceedings taken against you within 14 days of you receiving notice of them.

11.

- a. You must within 14 days of accepting any post of employment requiring registration with the NMC, or any course of study connected with nursing, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study.
- b. You must within 14 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.

12. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC's fitness to practise procedures and disclose the conditions listed at (1) to (11) above, to them

- a. Any organisation or person employing, contracting with or using you to undertake nursing work
- b. Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services
- c. Any prospective employer (at the time of application) where you are applying for any nursing appointment
- d. Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or

any such establishment to which you apply to take a course
(at the time of application).

[PRIVATE]

The period of this order is for 12 months to allow you the opportunity to secure
employment as a registered nurse [PRIVATE].

Before the end of the period of the order, a panel will hold a review hearing to see how
well you have 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.

This conditions of practice order will take effect upon the expiry of the current conditions
of practice order, namely the end of 22 June 2020 in accordance with Article 30(1)

This will be confirmed to you in writing.

That concludes this determination.