

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Friday, 19 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Jessica Clack
<b>NMC PIN</b>	0017415E
<b>Part(s) of the register:</b>	Registered Nurse Nursing – RNA – 03 October 2003
<b>Relevant Location:</b>	West Sussex
<b>Panel members:</b>	Ingrid Lee (Chair, lay member) Cherry Brennan (Registrant member) Wendy West (Lay member)
<b>Legal Assessor:</b>	Lachlan Wilson
<b>Hearings Coordinator:</b>	Hanifah Choudhury
<b>Nursing and Midwifery Council:</b>	Represented by Hena Patel, Case Presenter
<b>Miss Clack:</b>	Not present and not represented at the hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

The panel decided to confirm 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 employer which must not be an agency.
2. You must not be the nurse in charge of any shift.
3. You must not have access to or administer medication unless directly supervised by another registered nurse.
4. You must not have any access to controlled drugs at any time.
5. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of:
  - a) Working at all times on the same shift as, but not always directly observed by, another registered nurse.
  - b) Fortnightly meetings to discuss your clinical workload and your professional conduct.
6. You must prior to any review send your NMC case officer a report from your line manager, mentor or supervisor detailing your compliance with these conditions and your professional conduct.
7. 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.

8. 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.
  
9. 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.
  
10. You must tell your case officer, within seven days of you becoming aware of:
  - a) Any clinical incident you are involved in.
  - b) Any investigation started against you.
  - c) Any disciplinary proceedings taken against you.
  
11. 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 Miss Clack'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, Miss Clack or the Nursing and Midwifery Council (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 a panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Miss Clack. The NMC will write to Miss Clack when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Clack in writing.

That concludes this determination.