

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Tuesday, 16 January 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Sarahjane Venables
<b>NMC PIN</b>	04L0289E
<b>Part(s) of the register:</b>	Registered Nurse- Adult RNA- 18 April 2005
<b>Panel members:</b>	Rama Krishnan (Chair, Lay member) Helen Hughes (Registrant member) Sandra Norburn (Lay member)
<b>Legal Assessor:</b>	Nigel Mitchell
<b>Hearings Coordinator:</b>	Samantha Aguilar
<b>Nursing and Midwifery Council:</b>	Represented by Jayesh Jotangia, Case Presenter
<b>Ms Venables:</b>	Present and not represented at the hearing
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## **Decision and reasons on interim order**

The panel decided to make an interim conditions of practice order for a period of 18 months.

The panel 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 be employed by one single substantive employer which must not be an Agency.
2. You must limit your nursing practice to a Band 5 role.
3. You must ensure that you are working at all times on the same shift as, but not always directly observed by, a registered nurse of Band 6 or above.
4. You must meet with your line manager, supervisor or mentor once every fortnight to discuss the following:
  - a) Maintaining confidentiality.
  - b) Record keeping
  - c) Treating people with kindness and respect
  - d) Knowledge and skills
  - e) Patient Assessment and Safeguarding.

5. You must provide a report to the Nursing and Midwifery Council (NMC) from your line manager, supervisor or mentor, before the next review hearing outlining your progress on the following:
  - a) Maintaining confidentiality.
  - b) Record keeping.
  - c) Treating people with kindness and respect
  - d) Knowledge and skills.
  - e) Patient Assessment and Safeguarding.
  
6. [PRIVATE].
  
7. [PRIVATE].
  
8. 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.
  
9. 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.
  
10. You must immediately give a copy of these conditions to:
  - a) Any employers you apply to for work (at the time of application).
  - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
  
11. 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.

12. 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 your 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, you 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 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 you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.