

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 15 August 2025**

Virtual Hearing

Name of Registrant:	Jane Michelle Lees
NMC PIN:	11A0055E
Part(s) of the register:	Registered Nurse, Sub Part 1 Adult Nursing (Level 1) - 10 January 2011
Relevant Location:	Cheshire
Panel members:	John Anderson (Chair, lay member) Aileen Cherry (Registrant member) Noreen Quraishi (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Ibe Amogbe
Nursing and Midwifery Council:	Represented by Omar Soliman, Case Presenter
Miss Lees:	Not present and not represented in the hearing. Written representations by Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

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 substantive employer. You must not undertake any agency or bank shifts.
2. You must not be the nurse in charge of any shift
3. You must ensure that you are supervised by a registered nurse any time you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by another registered nurse.
4. You must work with your line manager or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about:
 - Working within your scope of competence
 - Escalating Concerns
 - Patient Consent
 - Patient Dignity
 - Duty of Candour
 - Record Keeping

You must send your NMC case officer a copy of your PDP within seven days of its creation.

5. You must engage with your line manager or supervisor on a fortnightly basis to ensure that you are making progress towards aims set in your personal development plan (PDP).
6. You must send your NMC case officer a report seven days in advance of the next NMC review hearing or meeting from your line manager or supervisor commenting on your progress in relation to your PDP as well as your conduct and behaviour.
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 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.
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 that you are involved with.

- c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Miss Lees' 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 Lees 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 Lees. The NMC will write to Miss Lees when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Lees in writing.

That concludes this determination.