

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Monday, 22 December 2025**

**Virtual Hearing**

<b>Name of Registrant:</b>	<b>Marta Janczak</b>							
<b>NMC PIN:</b>	97E1029O							
<b>Part(s) of the register:</b>	Registered Nurse - Mental Health RN3 – May 1997							
<b>Relevant Location:</b>	Devon							
<b>Panel members:</b>	<table><tr><td>Sarah Hamilton</td><td>(Chair, lay member)</td></tr><tr><td>Suzie Adam</td><td>(Registrant member)</td></tr><tr><td>Tom Manson</td><td>(Lay member)</td></tr></table>		Sarah Hamilton	(Chair, lay member)	Suzie Adam	(Registrant member)	Tom Manson	(Lay member)
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Suzie Adam	(Registrant member)							
Tom Manson	(Lay member)							
<b>Legal Assessor:</b>	Nigel Mitchell							
<b>Hearings Coordinator:</b>	Fabbiba Ahmed							
<b>Nursing and Midwifery Council:</b>	Represented by Lindsey McFarlane, Case Presenter							
<b>Ms Janczak:</b>	Not present and represented by Sophie Evans, instructed by Unison							
<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 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 only work for one substantive employer. This must not be an Agency.
2. Any time you are working you must not have access to any medication.
3. You must not be the registered nurse in charge or sole nurse on duty.
4. You must ensure that you are indirectly supervised at 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.
5. You must meet with your line manager or supervisor fortnightly and discuss the following areas:
  - Compliance with these conditions
  - [PRIVATE]

6. You must provide the NMC with a report prior to the next review hearing or meeting from your line manager or supervisor commenting on the following:
  - Compliance with these conditions
  - [PRIVATE]
7. You must immediately give a copy of these conditions to [PRIVATE].
8. Prior to your next review hearing or meeting, you must provide a report [PRIVATE] commenting on [PRIVATE].
9. [PRIVATE]
10. 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.
11. 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.
12. 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.
13. 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.
14. 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 Ms Janczak'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, Ms Janczak 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 allegation made against Ms Janczak. The NMC will write to Ms Janczak when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Janczak in writing.

That concludes this determination.