

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday 23 June 2025**

Virtual Hearing

Name of Registrant:	Jacqueline Ryan Bird
NMC PIN:	92A0023S
Part(s) of the register:	Registered Nurse – Adult Nursing
Relevant Location:	Northumberland
Panel members:	Michael Lupson (Chair – Lay member) Louisa Hilton (Registrant member) Palbinder Thandi (Lay member)
Legal Assessor:	Jayne Wheat
Hearings Coordinator:	Vicky Green
Nursing and Midwifery Council:	Represented by Kathryn Pitters, Case Presenter
Mrs Bird:	Not present and not represented at the hearing
Interim order directed:	Interim conditions of practice order (18 months)

'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 one substantive employer. This may be an agency, but any placement must be for no less than three months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are directly supervised by another registered nurse at any time you manage or administer medication for a minimum of three months. After three months, you must not manage or administer medication without direct supervision until you are assessed and deemed competent by another registered nurse to so do without supervision.
4. You must ensure that you are supervised by another 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, a registered nurse of band 5 or above.
5. You must meet with your line manager or supervisor every two weeks to discuss your clinical performance, in particular the following:
 - Medication management and administration.
 - Record keeping.
6. Prior to any review hearing or meeting, you must provide the NMC with a report from your manager or supervisor commenting on your clinical practice and in particular the following:

- Medication management and administration.
 - Record keeping.
7. You must keep us 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 us 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 agency you apply to or are registered with for work.
 - c) Any employers you apply to for work (at the time of application).
 - d) 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.
- c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

The panel decided to make this interim order for a period of 18 months.

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

This will be confirmed to Mrs Bird in writing.

That concludes this determination.