

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Tuesday, 24 June 2025**

Virtual Hearing

Name of Registrant:	Jenny Sandra Davies
NMC PIN:	18C0773E
Part(s) of the register:	Nursing Associates Registered – April 2019 Registered Nurse – Sub Part 1 Adult Nursing – April 2024
Relevant Location:	Nottingham
Panel members:	Vanessa Rolfe (Chair, lay member) Paula Charlesworth (Lay member) Cora Presley (Registrant member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Daisy Sims
Nursing and Midwifery Council:	Represented by Vanessa Mistry, Case Presenter
Ms Davies:	Present and represented by Simon Holborn
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary 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 restrict your nursing practice to Nottingham University Hospitals NHS Trust.
2. You must not be the nurse in charge.
3. You must not supervise student nurses or nursing associates.
4. You must ensure you are supervised 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.
5. You must work with your line manager, mentor or supervisor to maintain your personal development plan (PDP). Your PDP must address the concerns about working with patients with lack of capacity with specific reference to:
 - Verbal communication skills
 - De-escalation techniques
 - Management of vulnerable patients
 - Use of deprivation of liberties (DOLs)
 - Dementia awareness

You must send your case officer a copy of your PDP within 14 days of today's hearing.

6. You must meet with your line manager, mentor or supervisor on a weekly basis to discuss your conduct and clinical performance and particularly in relation to the following areas:
 - a. Managing of patients with cognitive impairment
 - b. Use of de-escalation techniques
 - c. Managing your workload
 - d. Managing your well-being at work
 - e. Details about your progress towards completing your PDP.
7. You must send a report from your line manager, mentor or supervisor to your NMC case officer prior to any review hearing or meeting, which addresses the following areas:
 - a. Managing of patients with cognitive impairment
 - b. Use of de-escalation techniques
 - c. Managing your workload
 - d. Managing your well-being at work
 - e. Details about your progress towards completing your PDP.
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 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).
10. You must tell your case officer, within seven days of your becoming aware of:
 - a. Any clinical incident you are involved in relating to the abuse of patients.
 - b. Any investigation started against you relating to the abuse of patients.
 - c. Any disciplinary proceedings taken against you relating to the abuse of patients.

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. Nottingham University NHS Trust
 - b. Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Ms Davies' 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 Davies 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Ms Davies. The NMC will keep Ms Davies informed of developments in relation to that issue.

This will be confirmed to Ms Davies in writing.

That concludes this determination.