

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday 13 October 2025**

Virtual Hearing

Name of Registrant:	Jayne Helen Symmonds
NMC PIN:	96I0138E
Part(s) of the register:	Registered Nurse - Adult August 1999
Relevant Location:	Worcestershire
Panel members:	Sarah Hamilton (Chair, lay member) Anne-Marie Borneuf (Registrant member) Ian Hanson (Lay member)
Legal Assessor:	Richard Ferry-Swainson
Hearings Coordinator:	Salima Begum
Nursing and Midwifery Council:	Represented by Alicia Harrison, Case Presenter
Miss Symmonds:	Present and represented by Anna Deery, instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (9 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 9 months.

As such it 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 one single substantive employer [PRIVATE].
2. You must ensure that you are indirectly supervised. Your supervision must consist of working at all times on the same shift as, but not always directly observed by a Healthcare professional, who may be a Healthcare Assistant.
3. You must send your NMC case officer, 14 days prior to any review hearing or meeting a report from your line manager commenting on your professional conduct.
4. 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.

5. You must immediately give a copy of these conditions to:
 - a) The Trust.
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
6. You must tell your case officer, within seven days of your becoming aware of:
 - a) Any investigation started against you.
 - b) Any disciplinary proceedings taken against you.
7. 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) The Trust.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your 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 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 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.