

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Wednesday, 29 April 2026**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Jayne Helen Symmonds</b>
<b>NMC PIN:</b>	96I0138E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) – 30 August 1999
<b>Relevant Location:</b>	Worcestershire
<b>Panel members:</b>	Sarah Hamilton (Chair, lay member) Siobhan Ebdon (Registrant member) Howard Millington (Lay member)
<b>Legal Assessor:</b>	Fiona Barnett
<b>Hearings Coordinator:</b>	Clara Federizo
<b>Nursing and Midwifery Council:</b>	Represented by Selena Jones, Case Presenter
<b>Miss Symmonds:</b>	Not present and unrepresented at this hearing
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (9 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>

## 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 limit your nursing practice to one single substantive employer. If you are employed through an agency, any placement must be for a minimum period of three months.
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) Any employer or prospective employer (at the time of application).

- 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 keep the NMC informed about anywhere you are working by:
- a) Telling your case officer within seven days of accepting any offer of employment.
  - b) Giving your case officer the name and contact details of the organisation offering that employment.
7. 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.
8. 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 employer.
  - b) Any educational establishment.
  - c) Any other person(s) involved in your supervision required by these conditions.'

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

This will be confirmed to Miss Symmonds in writing.

That concludes this determination.