

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Tuesday 24 February 2026**

Virtual Meeting

Name of Registrant:	Cicily Jacob
NMC PIN:	04F0931O
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing (Level 1) - 23 June 2004
Relevant Location:	Newport
Panel members:	John Anderson (Chair, Lay member) Elizabeth Williamson (Registrant member) Leon Jacobs (Lay member)
Hearings Coordinator:	Emma Norbury-Perrott
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order confirmed

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order.

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 that employer is an Agency, any placements should be in a single clinical location for a minimum period of three months.
2. You must not be the nurse in charge of any shift.
3. 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 another registered nurse.
4. You must meet with your supervisor, line manager or mentor monthly to discuss your performance in relation to:
 - a) Management of swallowing difficulties.
 - b) Management of choking incidents.
 - c) Appropriate delegation of tasks.
 - d) Escalation of deteriorating patients.
 - e) Record keeping.
5. You must obtain a report from your supervisor, line manager or mentor and send it to your NMC case officer before any subsequent review of this order. Each report must contain details of your performance in relation to:
 - a) Management of swallowing difficulties.
 - b) Management of choking incidents.
 - c) Appropriate delegation of tasks.

- d) Escalation of deteriorating patients.
 - e) Record keeping.
6. 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.
7. 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.
8. 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.
 - e) Any current or prospective patients or clients you intend to see or care for on a private basis when you are working in a self-employed capacity
9. 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.'

Unless Ms Jacob's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice

order at this meeting and Ms Jacob will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Ms Jacob will be invited to attend in person, send a representative on Ms Jacob's behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it with an interim suspension order.

This will be confirmed to Ms Jacob in writing.

That concludes this determination.