

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

**Interim Order Review Hearing  
Monday, 12 January 2026**

Virtual Hearing

<b>Name of Registrant:</b>	<b>Jade Robertson</b>
<b>NMC PIN</b>	14C0219E
<b>Part(s) of the register:</b>	Registered Nurse – Sub Part 1 Adult Nurse - March 2014
<b>Relevant Location:</b>	Derby
<b>Panel members:</b>	Isabelle Parasram (Chair, lay member) Helen Reddy (Registrant member) Frances McGurgan (Lay member)
<b>Legal Assessor:</b>	Paul Hester
<b>Hearings Coordinator:</b>	Rim Zambour
<b>Nursing and Midwifery Council:</b>	Represented by Anna Rubbi, Case Presenter
<b>Miss Robertson:</b>	Not present, not represented at the hearing but written submissions provided by Royal College of Nursing (RCN)
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)
<b>Outcome of review:</b>	<b>Interim conditions of practice order confirmed</b>

## Decision and reasons on interim order

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

The panel was of the view that the public would remain suitably protected by the continuation of the following conditions:

*‘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 employment to one substantive employer.  
This must not be an agency.
- 2) You must not be the nurse in charge or the sole nurse on duty on any shift.
- 3) You must ensure that you are directly supervised any time that you are engaged in the management and administration of medication by another registered nurse until you are assessed and signed off as competent.  
  
You must provide the NMC with evidence of the above within 7 days of being deemed competent.
- 4) You must ensure that you are supervised any time you are working in a clinical role. 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 have fortnightly meetings with your line manager/supervisor/mentor to discuss your clinical performance and conduct with specific reference to clinical competencies in relation to working as a Band 5 nurse:

- a) Management and administration of medication;
- b) [PRIVATE];
- c) Time management; and
- d) Your conduct in the workplace.

6) You must obtain a report from your line manager/supervisor/mentor detailing your clinical competencies in relation to working as a Band 5 nurse:

- a) Management and administration of medication;
- b) [PRIVATE];
- c) Time management; and
- d) Your conduct in the workplace.

You must send a copy of this report to your NMC case officer before the next review hearing or meeting.

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) Your employer.
- b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

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.

- 10) 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) Your employer.
  - b) Any educational establishment.
  - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.'

Unless Miss Robertson'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, Miss Robertson 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Miss Robertson's case officer will write to her about this in due course.

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

This will be confirmed to Miss Robertson in writing.

That concludes this determination.