

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Tuesday, 16 June 2026**

Virtual Hearing

<b>Name of Registrant:</b>	Cicily Jacob
<b>NMC PIN</b>	04F0931O
<b>Part(s) of the register:</b>	Registered Nurse - Adult Nursing-Level 1 23 June 2004
<b>Relevant Location:</b>	Newport, Wales
<b>Panel members:</b>	Mahjabeen Agha (Chair, lay member) Suzie Adam (Registrant member) Michaela Higgins (Lay member)
<b>Legal Assessor:</b>	Nigel Ingram
<b>Hearings Coordinator:</b>	Monsur Ali
<b>Nursing and Midwifery Council:</b>	Represented by Nawazish Choudhury, Case Presenter
<b>Mr Victor:</b>	Not present and not represented at the hearing
<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 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 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 Mrs Jacob'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, Mrs Jacob or the 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 Mrs Jacob. The NMC will write to Mrs Jacob when the case is ready for the next stage of the fitness to practise process.

This decision will be confirmed to Mrs Jacob in writing.

That concludes this determination.