

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

**Interim Order Review Hearing  
Wednesday, 24 June 2026**

Virtual Hearing

<b>Name of Registrant:</b>	Sarahjane Venables
<b>NMC PIN:</b>	04L0289E
<b>Part(s) of the register:</b>	Registered Nurse – Adult Nurse (18 April 2005)
<b>Relevant Location:</b>	Warrington
<b>Panel members:</b>	Penelope Titterington (Chair, Lay member) Hellen Horton (Registrant member) Emma Foxall (Lay member)
<b>Legal Assessor:</b>	Monica Daley
<b>Hearings Coordinator:</b>	Shazmeen Uddin
<b>Nursing and Midwifery Council:</b>	Represented by Megan Tollitt, Case Presenter
<b>Ms Venables:</b>	Present and represented by Simon Holborn (NMC Watch)
<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 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 ensure that you are working at all times on the same shift as, but not always directly observed by, a registered nurse.
2. You must meet with your line manager, supervisor or mentor once a month to discuss the following:
  - a) Maintaining confidentiality.
  - b) Record keeping
  - c) Treating people with kindness and respect
  - d) Patient Assessment and Safeguarding.
3. You must provide a report to the NMC from your line manager, supervisor or mentor, before the next review hearing outlining your progress on the following:
  - a) Maintaining confidentiality.
  - b) Record keeping
  - c) Treating people with kindness and respect
  - d) Patient Assessment and Safeguarding.
4. You must keep the NMC informed about anywhere you are working as a nurse or in any role in which you hold yourself out to be a nurse 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.
5. 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.
6. You must immediately give a copy of these conditions to:
- a) Any employers you apply to for work (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.
  - c) Anyone you provide paid or unpaid services to in which you hold yourself out to be a nurse.
7. 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.
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 current or future employer.
  - b) Any educational establishment.
  - c) Any other person(s) involved in your retraining and/or 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 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.

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

This will be confirmed to you in writing.

That concludes this determination.