

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 6 May 2026**

Virtual Hearing

Name of Registrant:	Jennifer Hartshorne
NMC PIN:	22K3108E
Part(s) of the register:	Registered Nurse – Adult Nurse – 23 May 2023
Relevant Location:	Nottingham
Panel members:	Michael McCulley (Chair, Lay member) Nicola Harvey (Registrant member) Julian Graville (Lay member)
Legal Assessor:	Neil Fielding
Hearings Coordinator:	Eyram Anka
Nursing and Midwifery Council:	Represented by Helen Guest, Case Presenter
Ms Hartshorne:	Present and represented by Samantha Madden, Counsel, instructed by the Royal College of Nursing (RCN)
Interim order directed:	Interim conditions of practice order (18 months)

Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

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 your current employer namely Rushcliffe Care Group. You must not undertake any bank or agency work.
2. You must not be the sole registered nurse in charge of the shift or the only registered nurse on a shift.
3. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times on the same shift at, but not always directly observed by another registered nurse.
4. You must ensure that you are directly supervised by another registered nurse at any time you are involved in the management and the administration of medication until you are signed off as competent by another registered nurse.
5. Having been formally assessed and signed off in the management and administration of medication, verification of this must be sent to your NMC case officer within 7 days of the sign off date.

6. You must meet with your line manager, mentor or supervisor on a fortnightly basis to discuss your clinical practice in relation to:

- Patient assessments and care planning
- Drugs administration and management
- Communication

7. You must obtain a report from your line manager, mentor or supervisor commenting on your clinical practice in relation to:

- Patient assessments and care planning
- Drugs administration and management
- Communication

This report must be sent to your NMC case officer prior to any review hearing or meeting.

8. 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.

9. 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.

10. You must immediately give a copy of these conditions to:

- a) Any organisation or person you work for.

- b) Any employers you apply to for work (at the time of application).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
11. 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.
12. 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.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.