

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

**Substantive Order Review Hearing
Thursday, 1 October 2026**

Virtual Hearing

Name of Registrant:	Josephine Hack-Adams
NMC PIN:	15C1345E
Part(s) of the register:	Registered Nurse – Adult – Level 1 (September 2017)
Relevant Location:	Bristol
Type of case:	Misconduct / Health
Panel members:	Nilla Varsani (Chair, lay member) Roisin Ann Toner (Registrant member) Rosemary Chapman (Lay member)
Legal Assessor:	Hala Helmi
Hearings Coordinator:	Salima Begum
Nursing and Midwifery Council:	Represented by Nicola Kay, Case Presenter
Miss Hack-Adams:	Present and unrepresented at this hearing
Order being reviewed:	Conditions of practice order (12 months)
Fitness to practise:	Impaired
Outcome:	Conditions of practice order varied (12 months) to come into effect end of 8 November 2026 in accordance with Article 30 (1)

An application under Rule 19 under Rule 19 of the Nursing and Midwifery Fitness to Practise Rules Order of Council 2004 ('the Rules') to hear all matters in private was accepted.

The panel decided that the public would be suitably protected as would the reputation of the profession by the implementation of the following conditions of practice:

‘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 work for one substantive employer. This must not be an agency or bank work.
2. You must not be the nurse in charge of a ward, unit or shift.
3. You must ensure that you are indirectly supervised by a registered nurse at all times when you are working.
4. You must have monthly documented meetings with your line manager/supervisor to review
 - a) [PRIVATE]
 - b) Your communication and adherence to professional standards.
5. You must provide a report from your line manager or supervisor to your NMC case officer prior to the next review of your case outlining the discussions of your meetings with reference to:
 - a) Communication and insight
 - b) Your adherence to professional standards
6. [PRIVATE]
7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. 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.

11. 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).

12. 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.

13. 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

14. You must keep us 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.

The period of this order is for 12 months.

This conditions of practice order will take effect upon the expiry of the current conditions of practice order, namely the end of 8 November 2026 in accordance with Article 30(1).

This will be confirmed to you in writing.

That concludes this determination.