Nursing and Midwifery Council
Investigating Committee

Interim Order Review Hearing
Monday, 19 October 2026

Virtual Hearing

Name of Registrant:	Zoe Jenna Jobson
NMC PIN:	10G0408E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – (April 2011)
Relevant Location:	Birmingham
Panel members:	Michael Robert McCulley (Chair, Lay member) Anne-Marie Borneuf (Registrant member) Leon Jacobs (Lay member)
Legal Assessor:	Graeme Dalgleish
Hearings Coordinator:	Coralie Fuchs
Nursing and Midwifery Council:	Represented by Catrin Gregory-Wallace, Case Presenter
Miss Jobson:	Present and represented by Alex Morgan, instructed by Unison
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	**Interim conditions of practice order confirmed**

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 substantive employer, which must not include agency or bank work.*

2. *You must not be the nurse in charge or the sole nurse on duty.*

3. *You must ensure you are directly supervised by another registered nurse anytime you are involved in the management and administration of medication.*

4. *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, a registered nurse.*

5. *You must meet with your line manager, mentor or supervisor monthly to have reflective discussions on the following areas:*
    a) *Medication management and administration*
    b) *Your professional responsibilities*
    c) *[PRIVATE]*
    d) *The duty of candour.*

6. *Prior to any review of the order, you must provide to the NMC a report from your line manager or supervisor commenting on the following areas:*
    a) *Medication management and administration*
    b) *Your professional responsibilities*
    c) *[PRIVATE]*
    d) *The duty of candour.*

7. *[PRIVATE]*

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.