

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 17 December 2024**

Virtual Hearing

Name of Registrant:	Janice Marie Coath
NMC PIN	93B0384E
Part(s) of the register:	Registered Nurse – Adult (February 1996) Special and Intensive Care of the Newborn - P405 (August 2000) An Introduction of Understanding/Application of Research – P870 (January 2001) Specialist Community Public Health Nurse – RHV (September 2005)
Relevant Location:	Somerset
Panel members:	Michael Robert McCulley (Chair, Lay member) Siobhan Ebden (Registrant member) Lizzie Walmsley (Lay member)
Legal Assessor:	Nigel Pascoe KC
Hearings Coordinator:	Bethany Seed
Nursing and Midwifery Council:	Represented by Beverley Da Costa, Case Presenter
Mrs Coath:	Present and represented by Danielle McMahon, instructed by 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 one substantive employer which can be via an agency. You must ensure that any placement you accept should be for a minimum term of three months of working for the same employer.
2. 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.
3. You must have fortnightly meetings with your line manager or supervisor to discuss your conduct and clinical performance in the workplace, specifically in relation to the following:
 - a) The timeliness and quality of your patient assessment;
 - b) The timeliness and accuracy of your record keeping including electronic patient records;
 - c) Your ability to manage your clinical case load;
 - d) Your completion of mandatory training; and
 - e) [PRIVATE].

4. Prior to any review hearing you must obtain and provide your NMC case officer with a report from your line manager or supervisor commenting on your meetings in respect of:
 - a) The timeliness and quality of your patient assessment;
 - b) The timeliness and accuracy of your record keeping including electronic patient records;
 - c) Your ability to manage your clinical case load;
 - d) Your completion of mandatory training; and
 - e) [PRIVATE].

5. 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.

6. 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.

7. 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.
8. You must tell your NMC 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.
9. 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 Mrs Coath'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 Coath 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 Mrs Coath. The NMC will write to Mrs Coath when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Coath in writing.

That concludes this determination.