

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Tuesday, 3 December 2024**

Virtual Hearing

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| Name of Registrant: | Jane Michelle Lees |
| NMC PIN: | 11A0055E |
| Part(s) of the register: | Nurses Part of the Register – Sub Part 1 RNA: Adult Nursing (Level 1) 10 January 2011 |
| Relevant Location: | Cheshire |
| Panel members: | Gary Tanner (Chair, Lay member) Siobhan Ebden (Registrant member) Michael Lupson (Lay member) |
| Legal Assessor: | Andrew Reid |
| Hearings Coordinator: | Samantha Aguilar |
| Nursing and Midwifery Council: | Represented by Tom Hoskins, Case Presenter |
| Mrs Lees: | Not present and not represented in person at the hearing |
| 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 employment to the Countess of Chester Hospital NHS Foundation Trust.
2. You must not carry out any work which requires you to provide clinical care to individual patients, either directly or indirectly.
3. You will send the NMC a report seven days in advance of the next NMC hearing or meeting from your line manager providing a general update as to your employment and in relation to your general performance.
4. 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.
5. You must immediately give a copy of these conditions to:
 - a) The Countess of Chester Hospital NHS Foundation Trust
 - b) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
6. 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.

7. 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) Countess of Chester Hospital NHS Foundation Trust
 - b) Any educational establishment that you are involved with.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions

Unless Miss Lees' 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, Miss Lees 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 Miss Lees. The NMC will write to Miss Lees when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Lees in writing.

That concludes this determination.