

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 15 July 2024**

Virtual Hearing

Name of registrant: **Ms Jenny Sandra Davies**

NMC PIN: 18C0773E

Relevant Location: Nottingham

Part(s) of the register: Nursing Associates Registered
NAR- April 2019
Registered Nurse
Adult- RNA- April 2024

Panel members: Christopher Taylor (Chair, Registrant member)
Debbie Holroyd (Registrant member)
Gill Murgatroyd (Lay member)

Legal Assessor: Andrew Reid

Hearings Coordinator: Maya Khan

Nursing and Midwifery Council: Represented by James Cox, Case Presenter

Ms Davies: Present and represented by Simon Holborn,
NMCWatch

Interim order directed: **Interim conditions of practice order (18 months)**

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 restrict your nursing practice to Nottingham University Hospitals NHS Trust.
2. You must ensure you are supervised any time you are working. Your supervision must consist of working at all times while being directly observed by another registered nurse.
3. You must work with your line manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about working with patients with lack of capacity with specific reference to:
 - Verbal communication skills
 - De-escalation techniques
 - Management of vulnerable patients
 - Use of deprivation of liberties (DOLs)
 - Dementia awareness

You must send your case officer a copy of your PDP within 14 days of today's hearing.

4. You must meet with your line manager, mentor or supervisor on a weekly basis to discuss your conduct and clinical performance and particularly in relation to the following areas:
 - a. Managing of patients with cognitive impairment
 - b. Use of de-escalation techniques
 - c. Managing your workload
 - d. [PRIVATE]

- e. Details about your progress towards completing your PDP.
5. You must send a report from your line manager, mentor or supervisor to your NMC case officer prior to any review hearing or meeting, which addresses the following areas:
 - a. Managing of patients with cognitive impairment
 - b. Use of de-escalation techniques
 - c. Managing your workload
 - d. [PRIVATE]
 - e. Details about your progress towards completing your PDP.
6. 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.
7. 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).
8. You must tell your case officer, within seven days of your becoming aware of:
 - a. Any clinical incident you are involved in relating to the abuse of patients.
 - b. Any investigation started against you relating to the abuse of patients.
 - c. Any disciplinary proceedings taken against you relating to the abuse of patients.
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. Nottingham University NHS Trust
 - b. Any other person(s) involved in your retraining and/or supervision required by these conditions

The panel decided to impose the interim conditions of practice order for a period of 18 months to allow the NMC sufficient time to investigate these matters.

Unless your case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review hearing within the next six months and every six months thereafter.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, the panel will review the interim order at a hearing which you will be invited to attend in person, send a representative on your behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order or it may replace it 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.

That concludes this determination.

This decision will be confirmed to you in writing.