

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 1 July 2024**

Virtual Hearing

Name of Registrant:	Jane Michelle Lees
NMC PIN	11A0055E
Part(s) of the register:	Registered Nurse – Adult (10 January 2011)
Relevant Location:	Cheshire
Panel members:	Jill Wells (Chair, lay member) Carole Panteli (Registrant member) Rohan Sivanandan (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Sharmilla Nanan
Nursing and Midwifery Council:	Represented by Eugene MacLaughlin, Case Presenter
Miss Lees:	Present and not represented at the hearing
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 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 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.