

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Interim Order Review Hearing
Tuesday 21 May 2024**

Virtual Hearing

Name of Registrant:	Joyce Anna Walker-Vos
NMC PIN	08G0314E
Part(s) of the register:	Registered Nurse – RNA Adult Nursing - October 2008
Relevant Location:	Northumbria
Panel members:	Sarah Lowe (Chair, lay member) Elizabeth Coles (Registrant member) Susan Laycock (Lay member)
Legal Assessor:	Andrew Gibson
Hearings Coordinator:	Alexandra Smith
Nursing and Midwifery Council:	Represented by Emily Saji, Case Presenter
Miss Walker:	Not present and not represented at this 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 confine your practice to a single employer.
2. You must ensure that you are supervised by a registered nurse anytime 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.
3. At any time that you are employed or otherwise providing nursing services, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer. This supervision may be indirect but must include regular meetings at least every four weeks in person to discuss your progress in relation to:
 - a) Your clinical practice;
 - b) Treating patients with dignity and respect.
4. You must provide a report from your line manager, mentor or supervisor prior to any review hearing outlining your progress in relation to:
 - a) Your clinical practice;
 - b) Treating patients with dignity and respect.
5. You must keep us 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 us 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 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 Miss Walker'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, Miss Walker 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.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Walker. The NMC will keep Miss Walker informed of developments in relation to that issue.

This will be confirmed to Miss Walker in writing.

That concludes this determination.