

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Monday, 25 November 2024**

Virtual Hearing

Name of Registrant: Jennifer Katherine Radford

NMC PIN: 12J0790E

Part(s) of the register: Registered Nurse Mental Health
RNMH – July 2013

Relevant Location: Bristol

Panel members: Mahjabeen Agha (Chair, Lay member)
Sue Gwyn (Registrant member)
Niall McDermott (Lay member)

Legal Assessor: Paul Hester

Hearings Coordinator: Zahra Khan

Nursing and Midwifery Council: Represented by Uzma Khan, Case Presenter

Ms Radford: Present and represented by Danielle
McMahon, instructed by the 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 determined that the imposition of 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 work with one substantive employer which can be an agency if the assignment is of a minimum of three months in a single clinical placement. You must not undertake any ad hoc bank shifts.

2. You must not be the sole nurse in charge.

3. You must ensure that you are supervised at 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, a registered nurse.

4. You must meet with your line manager, mentor, or supervisor on a monthly basis to discuss:

- The escalation of and communication regarding the deterioration of patients.
- Record-keeping.

5. You must obtain a report from your line manager, mentor, or supervisor regarding:

- The escalation of and communication regarding the deterioration of patients.
- Record-keeping.

This report must be sent to the NMC prior to any review hearing or meeting.

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 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.

8. 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.

9. 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.

10. 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.

The panel decided to make this interim order for a period of 18 months as the NMC is in its early stages of investigation and there are likely a number of witnesses who may be contacted in the process of investigation.

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 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 the reviewing 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.