

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Wednesday, 23 October 2024**

Virtual Hearing

Name of Registrant:	Jessie Tamman
NMC PIN	17I0379E
Part(s) of the register:	Registered Nurse – Sub part 1 Adult Nursing (Level 1) – 28 November 2017
Relevant Location:	Liverpool
Panel members:	Mahjabeen Agha (Chair, lay member) Rajesh Jayadevan (Registrant member) Tom Manson (Lay member)
Legal Assessor:	Andrew Reid
Hearings Coordinator:	Franchessca Nyame
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Miss Tamman:	Present and represented by Roy Donnelly, instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim conditions of practice order (12 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would be suitably protected by the following varied conditions:

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 one substantive employer which may be an agency. Any Bank or agency placement you undertake must be for at least three months.
2. You must only administer controlled drugs when directly supervised by another registered nurse until you are signed off as competent to do so independently by another registered nurse. Evidence of successful completion of this assessment must be sent to the Nursing and Midwifery Council (NMC) within seven days of completion.
3. You must maintain a reflective diary. The diary must include the following:
 - Workplace challenges you have encountered and how you have dealt with them
 - Your escalation of systems and record keeping concerns relating to controlled medicines management
 - Any training needs in relation to the above

You must send your NMC case officer an up-to-date copy of the reflective diary prior to every NMC review.

4. You must have monthly supervision meetings with your line manager, mentor, or supervisor to discuss:
 - Your up-to-date reflective diary
 - Your compliance with controlled medicines management and administration and associated record keeping

5. Prior to any review hearing, you must obtain and provide a report to your NMC case officer from your line manager, mentor, or supervisor commenting on:
 - Your up-to-date reflective diary
 - Your compliance with controlled medicines management and administration and associated record keeping

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 including an agency.
 - b) Any educational establishment.
 - 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 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 conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

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.