

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

**Interim Order Review Hearing
Wednesday, 25 September 2024**

Virtual Hearing

Name of Registrant:	Jayne Palfrey
NMC PIN	82Y0201W
Part(s) of the register:	Registered Nurse – Adult – Level 2 – November 1983
Relevant Location:	Cardiff
Panel members:	Denford Chifamba (Chair, registrant member) Susan Ball (Registrant member) Michael Glickman (Lay member)
Legal Assessor:	Mike Bell
Hearings Coordinator:	Jack Dickens
Nursing and Midwifery Council:	Represented by Sahara Fergus-Simms, Case Presenter
Mrs Palfrey:	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 was of the view that the public would remain suitably protected by the implementation of the following 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 limit your nursing practice to one substantive employer, which must not be an agency.
2. You must not work as the nurse in charge of any shift.
3. You must ensure you are directly supervised by a registered nurse when you are managing and or administering medication until deemed competent by another registered nurse.
4. You must ensure that you are supervised by a registered nurse any time you are working except as referred to in condition three, your supervision must consist of:
 - a. Working at all times on the same shift as, but not always directly observed by another registered nurse.
5. You must work with your manager, mentor or supervisor to create a personal development plan (PDP). Your PDP must address the concerns about:
 - a. Assessments and observations
 - b. Manual handling
 - c. Poor record keeping

- d. Medication management
- e. Appropriate escalation

You must:

- i. meet with your manager, mentor or supervisor fortnightly to discuss your progress towards achieving the aims set out in your PDP
 - ii. Send your case officer a report before any review. This report must show your progress towards achieving the aims set out in 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 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

Unless Mrs Palfrey'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, Mrs Palfrey 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, 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. Mrs Palfrey's case officer will write to her about this in due course.

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

This will be confirmed to Mrs Palfrey in writing.

That concludes this determination.