

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Thursday 28 December 2023**

Virtual Hearing

Name of Registrant:	Sara Burton
NMC PIN	21K2115O
Part(s) of the register:	Registered Nurse – Adult RNA November 2021
Relevant Location:	Edinburgh
Panel members:	Heather Moulder (Chair, registrant member) Louise Jones (Lay member) Lynn Bayes (Registrant member)
Legal Assessor:	Barrie Searle
Hearings Coordinator:	Shela Begum
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Miss Burton:	Present and unrepresented
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 limit your nursing practice to one substantive employer, this must not be an agency.
2. You must only administer medication under direct supervision until you are deemed competent to do so independently by another registered nurse.
3. When you have been formally assessed and signed off as competent to administer medication, verification of this must be sent to the NMC within seven days of the sign off date.
4. You must have fortnightly meetings with your line manager/mentor/supervisor to discuss your performance in relation to medication administration and your compliance with these interim conditions of practice.
5. You must obtain a report from your line manager/mentor/supervisor which focuses on your performance in relation to medication administration and your compliance with these interim conditions of practice. This report must be sent to the NMC case officer prior to every subsequent review hearing.
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 employers you apply to for work (at the time of application).
 - c) 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 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.