

**Nursing and Midwifery Council  
Investigating Committee**

**Interim Order Review Hearing  
Monday, 8 April 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Karen Jamieson	
<b>NMC PIN</b>	95Y0110S	
<b>Part(s) of the register:</b>	Registered Nurse – Learning Disabilities RNLD (6 October 1997)	
<b>Relevant Location:</b>	Edinburgh	
<b>Panel members:</b>	Gary Tanner	(Chair, lay member)
	Debbie Holroyd	(Registrant member)
	Richard Carnell	(Lay member)
<b>Legal Assessor:</b>	Fiona Barnett	
<b>Hearings Coordinator:</b>	Sharmilla Nanan	
<b>Nursing and Midwifery Council:</b>	Represented by Giedrius Kabasinskas, Case Presenter	
<b>Miss Jamieson:</b>	Present and represented by James Randall, instructed by UNISON	
<b>Interim order to be reviewed:</b>	Interim conditions of practice order (18 months)	
<b>Outcome of review:</b>	<b>Interim conditions of practice order varied</b>	

## Decision and reasons on interim order

The panel decided to vary 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 a single substantive employer. If this is for an agency it must be for a minimum placement of three months.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are supervised by a registered nurse any time you are working, as follows:
  - a) In relation to medication administration and management, you must be directly observed by another registered nurse until deemed safe and competent to do so by another registered nurse.
  - b) You must provide written confirmation to the NMC of your competence by another registered nurse, in relation to medication administration and management, prior to a review hearing or meeting.
4. At all other times, you must be working on the same shift as but not directly observed by a registered nurse.
5. You must meet every month with your line manager/mentor/supervisor to discuss:
  - a) [PRIVATE]
  - b) Your professional practice

6. Prior to any future review hearing or meeting, you must provide a report from your line manager/mentor/supervisor in relation to:
  - a) [PRIVATE]
  - b) Your professional practice
  
7. [PRIVATE]
  
8. [PRIVATE]
  
9. [PRIVATE]
  
10. [PRIVATE]
  
11. [PRIVATE]
  
12. 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.
  
13. 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.
  
14. 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.

15. 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.
  
16. 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.