

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Tuesday, 23 January 2024**

Virtual Hearing

Name of Registrant:	Karen Helen Jones
NMC PIN	08E0005E
Part(s) of the register:	Adult – RNA - June 2008
Relevant Location:	Flintshire
Panel members:	Sarah Tozzi (Chair, lay member) Judith Ebbrell (Registrant member) Michael Lupson (Lay member)
Legal Assessor:	John Bassett
Hearings Coordinator:	Hanifah Choudhury
Nursing and Midwifery Council:	Represented by Grace Khaile, Case Presenter
Karen Helen Jones:	Not Present and not represented at the hearing
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 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. [PRIVATE]
2. You must limit your nursing practice to a single substantive employer, which must not be an agency.
3. You must not be the nurse in charge of any shift.
4. You must ensure you are supervised any time you are working.
Your supervision must consist of:
 - a. Direct supervision by another registered nurse when managing or administering any medication to any patient
 - b. At all other times working on the same shift as but not always directly observed by, another registered nurse.
5. You must meet with your line manager, mentor or supervisor every fortnight to discuss your:
 - a. Medication management and administration
 - b. Record keeping
 - c. [PRIVATE] and general conduct
6. You must provide a report from your line manager, mentor or supervisor must be sent to your NMC case officer prior to any review

hearing or meeting, addressing the matters a, b, c in 5 above.

7. [PRIVATE]

8. [PRIVATE]

9. [PRIVATE]

10. 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.

11. 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.

12. 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.

13. 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.

Unless Ms Jones' 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, Ms

Jones 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 Ms Jones. The NMC will write to Ms Jones when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Jones in writing.

That concludes this determination.