Nursing and Midwifery Council
Investigating Committee
Interim Order Review Hearing
16 October 2017
Nursing and Midwifery Council, 61 Aldwych, London, WC2B 4AE

Name of registrant: Karen Weakley

NMC Pin: 81A3716E

Part(s) of the register: Registered Nurse – Sub part 1
Adult Nursing (May 1984)
Registered Midwife
Midwifery (May 1995)

Area of registered address: England

Panel members: Gillian Fleming (Chair, Lay member)
Adrian Barr-Smith (Lay member)
Julie Wainwright (Registrant member)

Legal Assessor: Angus Macpherson

Panel Secretary: Jonathan Storey

Nursing and Midwifery Council: Represented by Victoria Shehadeh, Case
Presenter, instructed by NMC Regulatory Legal Team

Mrs Weakley: Not present or represented in her absence

Interim order to be reviewed: Interim conditions of practice order (18 months)

Outcome of review: Conditions varied
1. You must not practise as a midwife.

2. You must successfully complete and pass a return to nursing practice programme at an accredited UK university, and provide confirmation to the NMC within seven days of your successful completion.

3. You must tell the NMC within 14 days of any nursing appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the NMC with contact details of your employer.

4. At any time that you are employed or otherwise providing nursing services, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of working at all times on the same shift as, but not necessarily under the direct observation of another registered nurse who is physically present in or on the same ward, unit, floor or home that you are working in or on.

5. You must work with your line manager, mentor or supervisor (or their nominated deputy) to create a personal development plan designed to address the concerns about the following areas of your practice:
   a. Communication with colleagues;
   b. Documentation and record keeping;
   c. Escalation of concerns; and
   d. Accountability.

6. You must meet with your line manager, mentor or supervisor (or their nominated deputy) at least every two weeks for the first two months of your employment, and monthly thereafter, to discuss the standard of your performance and your progress towards achieving the aims set out in your personal development plan.

7. You must send a report from your line manager, mentor or supervisor (or their nominated deputy) setting out the standard of your performance, compliance with
these conditions and your progress towards achieving the aims set out in your personal development plan to the NMC before any NMC review hearing.

8. You must tell the NMC about any professional investigation started against you and/or any professional disciplinary proceedings taken against you within 14 days of you receiving notice of them.

9.

a) You must within 14 days of accepting any post or employment requiring registration with the NMC, or any course of study connected with nursing or midwifery, provide the NMC with the name/contact details of the individual or organisation offering the post, employment or course of study.

b) You must within 14 days of entering into any arrangements required by these conditions of practice provide the NMC with the name and contact details of the individual/organisation with whom you have entered into the arrangement.

10. You must immediately tell the following parties that you are subject to a conditions of practice order under the NMC’s fitness to practise procedures, and disclose the conditions listed at (1) to (9) above, to them:

   e. Any organisation or person employing, contracting with, or using you to undertake nursing work;

   f. Any agency you are registered with or apply to be registered with (at the time of application) to provide nursing services;

   g. Any prospective employer (at the time of application) where you are applying for any nursing appointment; and

   h. Any educational establishment at which you are undertaking a course of study connected with nursing or midwifery, or any such establishment to which you apply to take such a course (at the time of application).

The varied interim conditions of practice order will run for the same length as the original interim order.
At any review the panel may revoke the interim conditions of practice 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 panel at an administrative meeting. Mrs Weakley’s case officer will write to her about this in due course.

Mrs Weakley should notify the NMC immediately of any material change of circumstances that may affect the interim conditions of practice order.

At any time, Mrs Weakley or the NMC may ask for the interim conditions of practice order to be reviewed by a panel if any relevant new information becomes available.

This decision will be confirmed to Mrs Weakley in writing.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegation made against Mrs Weakley. The NMC will write to Mrs Weakley when the case is ready for the next stage of the fitness to practise process.

That concludes this determination.