

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Friday 2 July 2021**

Virtual Hearing

Name of registrant: Miss Karen Josephine Morgan

NMC PIN: 75J3658E

Part(s) of the register: Registered Nurse – Effective
Adult (Level 2) – 25 June 2007

Area of registered address: Birmingham

Panel members: Libhin Bromley (Chair, Lay member)
Carolyn Jenkinson (Registrant member)
Eleanor Harding (Lay member)

Legal Assessor: Douglas Hogg QC

Panel Secretary: Teige Gardner

Nursing and Midwifery Council: Represented by Stacy Stroud, Case Presenter

Miss Morgan: Not present and unrepresented

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.

As such it 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 practise to one substantive employer, or, if employed through an agency, this must be to a post expected to last at least 3 months.
2. You must ensure that you are supervised at any time you are working as a registered nurse, as follows;
 - You must be directly supervised whilst administering or managing medication, until assessed as competent to do so by your line manager, mentor, supervisor or their nominated deputy.
 - At all other times, you must work on the same shift as, but not always be directly observed by, another registered nurse.
3. You must meet, at least, fortnightly with your line manager, mentor, supervisor or their nominated deputy to discuss your performance, including the following;
 - Medication administration and management
 - Record keeping and documentation
 - Clinical practice

- Professional conduct

- 4. You must provide a report from your line manager, mentor, supervisor or their nominated deputy, reflecting your performance and commenting in particular on the areas of concern identified in condition 3. This report must be sent to the NMC prior to any review of this order.

- 5. 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.

- 6. 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.

- 7. 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.

8. 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.

9. 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

The panel decided to make this interim order for a period of 18 months.

Unless Miss Morgan'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, Miss Morgan or the 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 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 Miss Morgan. The NMC will write to Miss Morgan when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Morgan in writing.

That concludes this determination.

