

**Nursing and Midwifery Council**  
**Investigating Committee**

**Interim Order Review Meeting**  
**Monday 4 August 2025**

Virtual Meeting

|                                      |                                                                                                      |
|--------------------------------------|------------------------------------------------------------------------------------------------------|
| <b>Name of Registrant:</b>           | <b>Jennifer Cipriano</b>                                                                             |
| <b>NMC PIN:</b>                      | 24F0185O                                                                                             |
| <b>Part(s) of the register:</b>      | Registered Nurse – Sub Part 1<br>Adult Nursing – (June 2024)                                         |
| <b>Relevant Location:</b>            | Lisburn and Castlereagh                                                                              |
| <b>Panel members:</b>                | Mahjabeen Agha (Chair, Lay member)<br>Judith Shevlin (Registrant member)<br>Darren Rice (Lay member) |
| <b>Hearings Coordinator:</b>         | Ekaette Uwa                                                                                          |
| <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 confirmed</b>                                                |

## 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. If this is an agency then any placement must be for a minimum period of three months
2. You must not be the sole registered nurse in charge of a shift or only registered nurse on a shift.
3. You must ensure that you are supervised any time you are working. When managing and administering medication, you must be directly supervised by another registered nurse until assessed as competent to do so. You must send evidence of this to the NMC within seven days of receiving it.

You must be indirectly supervised any other times you are working. Your supervision must consist of working at all times on the same shift as, but not always directly observed by, a registered nurse.

4. You must meet with your line manager or supervisor at least monthly to discuss your practice in relation to:
  - a) Medication administration and management
  - b) Record keeping
  - c) Clinical assessment
  - d) Clinical decision making and managing your workload.

5. You must send a report from your line manager or supervisor to the NMC prior to any review of this case. This report must comment on:
  - a) Medication administration and management.
  - b) Record keeping.
  - c) Clinical assessment.
  - d) Clinical decision making and managing your workload.
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 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.

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 Mrs Cipriano's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions of practice order at a review meeting within the next six months and every six months thereafter. A panel will be invited by the Nursing and Midwifery Council (NMC) to confirm the interim conditions of practice order at this meeting and Mrs Cipriano's will be notified of the panel's decision in writing following that meeting.

Where there has been a material change of circumstances that might mean that the order should be revoked or replaced, or there has been a request for an early review, a panel will review the interim order at a hearing which Mrs Cipriano will be invited to attend in person, send a representative on her behalf or submit written representations for the panel to consider. At any such review hearing the panel may revoke the interim order, it may confirm the interim conditions of practice order, or it may replace it 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 Mrs Cipriano. The NMC will write to Mrs Cipriano when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mrs Cipriano in writing.

That concludes this determination.