

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 18 August 2025**

Virtual Hearing

Name of Registrant:	Lee-Ann Hamilton
NMC PIN:	17I0045N
Part(s) of the register:	Registered Nurse Learning Disabilities – 6 September 2017
Relevant Location:	Newtownards
Panel members:	Dr Gary Tanner (Chair, lay member) Anne Marie Borneuf (Registrant member) Cheryl Hobson (Lay member)
Legal Assessor:	Fiona Barnett
Hearings Coordinator:	Daisy Sims
Nursing and Midwifery Council:	Represented by Giedrius Kabasinskas, Case Presenter
Ms Hamilton:	Present and represented by Lara Smyth, counsel instructed by the Royal College of Nursing (RCN)
Interim order to be reviewed:	Interim suspension order (18 months)
Outcome of review:	Interim suspension order replaced with interim conditions of practice order

Decision and reasons on interim order

The panel decided to replace the current interim suspension order with an interim conditions of practice.

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 work for one substantive employer. If this is an agency, any single placement must be for at least three months.
2. You must not be the sole nurse in charge of any shift.
3. You must ensure that you are supervised any time that you are working. This supervision must consist of working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must meet with your line manager or supervisor on a fortnightly basis to discuss and reflect on your progress in relation to the following:
 - a) Escalating concerns;
 - b) Record keeping;
 - c) Safeguarding and advocacy.
5. You must send your NMC Case Officer a report prior to any review hearing from your line manager or supervisor regarding your performance, reflection and progress in relation to the following:
 - a) Escalating concerns;

- b) Record keeping;
 - c) Safeguarding and advocacy.
6. You must keep your NMC Case Officer 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 your NMC Case Officer 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 Miss Hamilton'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 Hamilton 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 Miss Hamilton. The NMC will write to Miss Hamilton when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Miss Hamilton in writing.

That concludes this determination.