

**Nursing and Midwifery Council
Fitness to Practise Committee**

**Substantive Order Review Hearing
Monday 20 October 2025**

Virtual Hearing

Name of Registrant:	Jane-Louise Graham
NMC PIN:	16I0229N
Part(s) of the register:	Nursing, Sub part 1 Registered Nurse - Learning Disabilities 15 September 2016
Relevant Location:	Belfast
Type of case:	Misconduct
Panel members:	Michelle Lee (Chair, Registrant member) Alison McVitty (Lay member) Janet Williams (Registrant member)
Legal Assessor:	Simon Walsh
Hearings Coordinator:	Rebecka Selva
Nursing and Midwifery Council:	Represented by Maham Malik, Case Presenter
Ms Graham:	Present and not represented at this hearing
Order being reviewed:	Suspension order (9 months)
Fitness to practise:	Impaired
Outcome:	Conditions of practice order (12 months) to come into effect on 25 November 2025 in accordance with Article 30 (1) (b)

The entirety of the case was heard in private under Rule 19 due to health.

The panel decided that the public would be suitably protected by the implementation of the following conditions of practice:

'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 one substantive employer. If this is agency work, any single placement must be for a minimum of 3 months.
3. You must not be the sole registered nurse in charge of a shift or be the only registered nurse on a shift.
4. You must be directly supervised any time you are involved in medication administration and management until deemed competent to do so by your line manager or supervisor. When you have been formally assessed and signed off as competent, confirmation of this must be sent the NMC within seven days of the sign off day.
5. You must ensure that you are supervised any time 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.
6. You must meet monthly with your line manager or supervisor to discuss your performance in relation to your:
 - [PRIVATE]
 - Medicines management and administration

- Collaboration and team working
7. You must obtain a report from your line manager or supervisor and send it to your NMC case officer seven days before any review hearing. This report must outline your performance in respect of:
- Medicines management and administration
 - Collaboration and team working
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 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).
12. 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.

13. 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 period of this order is for 12 months.

This conditions of practice order will take effect upon the expiry of the current suspension order, namely the end of 25 November 2025 in accordance with Article 30(1).

Before the end of the period of the order, a panel will hold a review hearing to see how well you have complied with the order.

This will be confirmed to you in writing.

That concludes this determination.