

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Meeting
Tuesday, 16 September 2025**

Virtual Meeting

Name of Registrant:	Jade Annette Fraser
NMC PIN:	1811384S
Part(s) of the register:	Registered Nurse – Sub Part 1 Mental Health Nurse (Level 1) – 16 November 2021
Relevant Location:	Grampian
Panel members:	Ingrid Lee (Chair, Lay member) Judith Shevlin (Registrant member) Alison Fisher (Lay member)
Hearings Coordinator:	Margia Patwary
Interim order to be reviewed:	Interim conditions of practice order
Outcome of review:	Interim conditions of practice order confirmed

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 the conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. 'Course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. [PRIVATE].
2. Telling your case officer within seven days of accepting or leaving any employment thereafter.
3. Giving your case officer your employer's contact details.
4. 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.
5. 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 for work with.
 - c) Any employers you apply to work for (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.
6. You must tell your case officer, within seven days of your becoming aware of:
 - a) Any adverse incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.

7. You must only work in a hospital, care home or other similar medical setting and not in a community setting.
8. 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 directly observed by, a registered nurse of Band 6 or above.
9. [PRIVATE].
10. You must not contact patients outside of any clinical capacity in which you are working.

Unless Miss Fraser's case has already been concluded or there has been a material change of circumstances, a panel will review the interim conditions 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 order at this meeting and Miss Fraser 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 Miss Fraser will be invited to attend in person, send a representative on Miss Fraser's 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 order or it may replace it with an interim suspension order.

This will be confirmed to Miss Fraser in writing.

That concludes this determination.