

**Nursing and Midwifery Council
Investigating Committee**

**New Interim Order Hearing
Wednesday, 19 August 2026**

Virtual Hearing

Name of Registrant:	Karen Lesley Macmillan
NMC PIN:	22A2703E
Part(s) of the register:	Registered Nurse – Sub Part 1 Adult Nursing – 13 October 2022
Relevant Location:	Cumbria
Panel members:	Michael McCulley (Chair, Lay Member) Siobhan Ebdon (Registrant Member) Louise Jones (Lay Member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Angela Nkansa-Dwamena
Nursing and Midwifery Council:	Represented by Nina Dunn, Case Presenter
Ms Macmillan:	Not present and not represented
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 necessary and proportionate:

'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.
This must not be bank or agency work.
2. You must not be the nurse in charge of any shift.
3. You must not be the only registered nurse on any shift.
4. You must ensure that you are directly supervised any time you are engaging in medicines administration and management by another registered nurse until you are formally assessed on three separate occasions and signed off as competent by another registered nurse.
5. When you have been formally assessed and signed off as competent to administer medication, independent written verification of this must be sent to your NMC case officer within 7 days of the sign off date.

6. You must ensure that you are supervised by another registered nurse any time you are working. Your supervision must consist of, working at all times on the same shift as, but not always directly supervised by another registered nurse until you are signed off as competent to practise independently in the following areas:
 - Undertaking clinical observations
 - Management and completion of fluid balance charts
7. You must provide independent written verification of these competencies being signed off to your NMC case officer within 7 days of being assessed as competent.
8. You must meet with your line manager or supervisor on a fortnightly basis to discuss your clinical practice in relation to the following areas:
 - Communication skills with patients, relatives and colleagues
 - Quality, accuracy and timeliness of record keeping
 - Undertaking clinical observations
 - Management and completion of fluid balance charts
 - Medicines management and administration
9. You must provide a report from your line manager or supervisor to the NMC prior to any review hearing on your clinical performance and specifically in relation to the following areas:
 - Communication skills with patients, relatives and colleagues
 - Quality, accuracy and timeliness of record keeping
 - Undertaking clinical observations
 - Management and completion of fluid balance charts
 - Medicines management and administration

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 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.
12. You must immediately give a copy of these conditions to:
 - a) Any organisation you work for.
 - b) Any employers you apply to for work (at the time of application).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
13. 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.
14. 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 Ms Macmillan'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, Ms Macmillan 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 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 Ms Macmillan. The NMC will write to Ms Macmillan when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Ms Macmillan in writing.

That concludes this determination.